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Michael J. Weaver, Esq.

Mediator/Arbitrator

Four decades of legal experience resolving complex domestic and international matters, including 25 years as a mediator and arbitrator.

Expertise in partnership disputes and professional liability claims makes him well suited to working with firms, companies, individual partners and employees to resolve internal and external conflicts.

Tried more than 80 cases to verdict, judgment or award in state and federal forums and multiple jurisdictions during his career as a partner at Latham & Watkins (1999-2012), Sheppard, Mullin, Richter & Hampton (1986-1999) and Luce, Forward, Hamilton & Scripps (1975-1986).

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Mr. Weaver joins these distinguished JAMS neutrals on our San Diego panel:

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Hon. J. Richard Haden (Ret.)  Hon. Kevin W. Midlam (Ret.)  John M. Seitzman, Esq.
Pejman Kharrazian
Epsten Grinnell & Howell, APC

Education:
James Madison University, Thomas Jefferson School of Law

Areas of practice:
All aspects of civil litigation, with a focus on common interest developments, enforcement of CC&Rs, contract disputes, directors and officers liability, general liability, construction, construction defects, and real property issues.

Family:
My parents moved to the U.S. from Iran in the mid-1970s to attend college. The Iranian Revolution occurred while they were here, changing the country drastically ever since.

Birthplace:
Arlington, TX. I lived in Texas until I was six, and my parents tell me I had a southern drawl as a boy. I’ve lost it since, ya’ll.

Current area of residence:
Mission Hills

If I weren’t an attorney, I’d be a ski instructor. I grew up skiing with my family and I taught at a local mountain during college. In addition to loving the sport and the thrill of speeding down a mountain, I enjoy teaching something I love to others.

Last vacation:
A scenic road trip up the California coastline; stopping in Santa Barbara, Big Sur, Carmel, Monterey, and San Francisco. I proposed to my fiancé, Ava, in Big Sur along the way – she said “yes.”

Hobbies:
I have played golf since I was young, but have really become addicted in the past few years. Like the practice of law, there is an endless amount to learn and always room to improve in the game of golf. I like going out and competing with friends on the course, but also find the golf course to be peaceful and relaxing.

Why do you belong to the SDCBA?
As a newer litigator, a key reason I belong is for the educational and mentoring opportunities. Educational programs regularly include insight from local judges and attorneys, making the material relevant to practice in San Diego. Fellow attorneys in the SDCBA are willing to go out of their way to assist with even the toughest of questions.

How does your SDCBA membership help keep you connected to the legal community?
The SDCBA, and through its Ethnic Relations & Diversity Committee, does a great job of supporting and fostering diversity. The SDCBA’s support of the many diversity bar associations and diverse attorneys in the county is refreshing. I have met such a broad range of individuals through various SDCBA events. And, as an Iranian-American attorney I find value and belonging through the SDCBA’s diversity initiatives.
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Check out these numbers...

While the legal community continues to work toward diversifying the profession across the U.S., the statistics on these two pages show there is still a long way to go. As the definition of diversity evolves, we must create and embrace new ways to increase inclusion in our profession. Read on through this issue as we explore this idea, and as we highlight some of the SDCBA's diversity and inclusion efforts.

RACE & ETHNICITY

ATTORNEY DEMOGRAPHICS

CAUCASIAN

- 85.7%
- 84.3%
- 85.7%

AFRICAN AMERICAN

- 4.6%
- 2.7%
- 1.0%

ASIAN

- 3.6%
- 7.7%
- 6.7%

HISPANIC/LATINO

- 4.6%
- 4.2%
- 5.4%

MIXED/OTHER

- 0.8%
- 6.1%
- 0.8%

### Sexual Orientation

- 2.3% of the U.S. population self-identify as gay, lesbian, bi-sexual, or transgendered.
- 4.6% of attorneys self-identify as gay, lesbian, bi-sexual, or transgendered.
- 1.7%

**Sources:** Centers for Disease Control and Prevention, National Health Interview Survey, State Bar of California 2014 Legal Employers Report, 2013 SDCBA ERDC Diversity Survey.

### Law Schools

- **NATIONAL TOTAL JD ENROLLMENT 2012 - 2013:** 139,055
  - **MALES:** 52.9%
  - **FEMALES:** 47.1%

**NATIONAL TOTAL MINORITY LAW SCHOOL ENROLLMENT:** 35,914

<table>
<thead>
<tr>
<th></th>
<th>AFRICAN AMERICAN</th>
<th>ASIAN</th>
<th>HISPANIC/LATINO</th>
<th>MIXED/OTHER</th>
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</thead>
<tbody>
<tr>
<td><strong>MALES</strong></td>
<td>7.5%</td>
<td>0.9%</td>
<td>3.3%</td>
<td>0.1%</td>
</tr>
<tr>
<td><strong>FEMALES</strong></td>
<td>8.1%</td>
<td>6.9%</td>
<td>18.9%</td>
<td>21.1%</td>
</tr>
</tbody>
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**Sources:** Federal Judicial Center Website, Report of the Judicial Council of California Administrative Office of the Courts.

### Judiciary

- **3,532 FEDERAL COURT JUDGES**
  - **MALES:** 3,143
  - **FEMALES:** 389
  - **MINORITY JUDGES:** 364
    - **AFRICAN AMERICAN:** 5.7%
    - **ASIAN:** 0.9%
    - **HISPANIC/LATINO:** 3.3%
    - **MIXED/OTHER:** 0.1%

- **1,681 CALIFORNIA JUDGES**
  - **MALES:** 1,140
  - **FEMALES:** 541
  - **MINORITY JUDGES**
    - **AFRICAN AMERICAN:** 6.2%
    - **ASIAN:** 5.9%
    - **HISPANIC/LATINO:** 9.1%
    - **MIXED/OTHER:** 5.4%

**Sources:** Federal Judicial Center Website, Report of the Judicial Council of California Administrative Office of the Courts.

### Legislature

- **538 TOTAL MEMBERS OF CONGRESS**
  - **MALES:** 436
  - **FEMALES:** 102
  - **TOTAL MINORITY LEGISLATORS:** 96
    - **AFRICAN AMERICAN:** 8.1%
    - **ASIAN/PACIFIC ISLANDER:** 2.1%
    - **HISPANIC/LATINO:** 6.9%
    - **MIXED/OTHER:** 0.3%

**Source:** Congressional Research Service, Membership of the 113th Congress: A Profile.
Diversity and mentoring, the themes of this issue are critical to not only the profession, but go to the core of the law school’s mission. Without both, the profession cannot fully achieve its responsibilities to provide access to justice and the law school cannot provide the graduates to assume those responsibilities. Access to justice will continue to plague the profession without a diverse group of lawyers who are both diverse and committed to the success of this diverse bar.

We live in a time when the public’s attention is once again focused on the role of lawyers. Much of that attention is critical. This is not an unfamiliar theme. Thomas Jefferson said, “No profession is open to stronger antipathies than that of the law.”

Lawyers do many different things, none of which is completely understood by the general public. All too often, in the case of criminal lawyers, for example, it is easy for the public to confuse the lawyer with the accused. Transactional lawyers, those who help conduct business, get little publicity, the public does not see them. Whether representing Microsoft or the corner grocery, lawyers are the people John W. Davis had in mind when he said,

“True, we build no bridges. We raise no towers. We construct no engines. We paint no pictures ... There is little that we do which the eye of man can see. But we smooth out difficulties; we relieve stress; we correct mistakes; we take up other [people’s] burdens and by our efforts we make possible the peaceful life ... in a peaceful state.”

While transactional lawyers are often unseen, civil litigators like their criminal counterparts become easy targets. When the public sees a lawsuit over hot coffee from a McDonald’s, or see reports of filing class action lawsuits in which the lawyers make millions and the plaintiffs get a $2.50 rebate on their electric bill, it’s easy to blame greedy lawyers creating a litigious society.

It’s easy to ignore, or never hear, however, that as the result of litigation fewer people die in cars, hospitals are safer, schools are desegregated, toxins get removed from our environment, and disabled children attend public school, to mention just a few of the results of litigation.

Inculcating this understanding of the lawyer’s role is a critical part of mentoring and developing a diverse profession will ensure that we have a diverse group of lawyers dedicated to the myriad tasks assigned to our profession.

Chief Judge Cardozo once said, “Membership in the bar is a privilege burdened with many conditions.” I believe one of those conditions is to use our skills for the common good – to make our goal the advancement of our profession, our community, our country and the welfare of the world. We can only do this if we have a diverse profession and participate in mentoring those who will take our place.

One of the things I love about this profession is that it takes this privilege to advance the common good seriously, I am sure the San Diego Bar Association does as well.

Thomas Guernsey (guernsey@tjsl.edu) is Dean and President of Thomas Jefferson School of Law.

Inculcating this understanding of the lawyer’s role is a critical part of mentoring and developing a diverse profession will ensure that we have a diverse group of lawyers dedicated to the myriad tasks assigned to our profession.
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Sarah introduced her friend to Macbeth.

“Simon has a couple of practical questions. He’s opening his own office.”

Macbeth gestured to chairs in front of his desk. “Please, ask away.”

“So, I’m working on my engagement letter. I want to ask for an advance fee. You know, a retainer. Put it in my trust account.”

“When you say ‘retainer,’ you don’t mean a ‘true’ or ‘classic’ retainer?”

Simon looked puzzled.

Macbeth explained. “A client pays you funds just to hold yourself available. But not for any specific matter at the time.”

“No. I want money up front in case the client falls behind. Or doesn’t pay at the end.”

“In effect, a security deposit?”

“That’s it.”

“Any advance for costs has to go into your client trust account. That’s Rule 4-100.”

“Ok.”

“But at the moment, you don’t have to put an advance for fees in your trust account. That’s the way the court has interpreted the rule.”

“So,” Simon asked, “for now, only costs?”

“But you’re talking about your engagement agreement?”

“Right.”

“If your agreement says you’re depositing the whole advance in your trust account, you have to do it. No matter what Rule 4-100 says. A law firm made the contrary argument. It lost.”

“So I’m better off saying nothing?”

“Let’s talk about it. You want a security deposit?”

“Right.”

“You would put a small portion in your trust account. An advance for costs?”

“Yeah.”

“And the rest into your operating account?”

“Ok.”

“But these would still be unearned funds. At least until the client falls behind in payment.”

Sarah spoke. “I think I see where Macbeth’s going. The danger of comingling if all the funds are in the same account – Simon’s with unearned fees.”

“Sarah anticipated my point, Simon.”

“What do you suggest?”

“You might consider depositing the whole advance in your trust account. Not required, yet. But perhaps good practice.”

“What should my engagement letter say?”

“Excellent question. Make your agreement clear. Language the average person understands. Spell out under what conditions and when you can apply those funds to what the client owes.”

“How detailed do I have to be?”

“This is client property. You’re asking permission to take some of it from the trust account to pay yourself. Be specific.”

“Suggestions?”

“Perhaps, ‘I will hold the advance in trust until I send a bill for services that shows I have earned part or all of it. You agree that I can, 10 days after sending that statement, withdraw funds from the trust account and apply them to that statement.’”

“Gee, thanks, Sir.”

“Oh, please, I’m Macbeth. And you’re quite welcome.”

Edward McIntyre (edwardmcintyre1789@gmail.com) is a solo practitioner and past-chair of the SDCBA Legal Ethics Committee.
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I had the pleasure of speaking with Margaret Mangin who serves as Corporate Counsel for Scripps Health. Margaret’s dream of becoming an attorney took shape early in her life along with her interest in healthcare. She worked as a nurse for 12 years before deciding to pursue her dream of becoming an attorney. Realizing her dream was not easy; Margaret worked as a nurse while attending law school, and had her daughter while studying for the bar. But the challenges were well worth it. There is a palpable sense of joy that comes through when she speaks about her job, her decision to become a lawyer, and her daughter, who coincidentally followed a similar path to healthcare as a pharmacist.

**How did you find your way to your current position?** I did not exactly know what I wanted to do after law school. Because of my nursing background, I was of interest to firms that handled medical malpractice litigation. So, I worked for McGinnis Fitzgerald for a while and then went to work for another law firm downtown, mostly doing litigation. Eventually, I found my way back to McGinnis Fitzgerald in 1998. After it was acquired by Higgs Fletcher & Mack LLP, I worked for Higgs until August 2013. One of my clients was Scripps Health. When a position became available which involved managing Scripps litigation, I interviewed and was offered the position.

**What do you believe is important for outside counsel to know about your job to better enable them to serve your needs?** It’s all about communication. I need to know what the situation is with a project or a case, so I can prepare my company for the financial or other implications.

**What advice do you have for young lawyers who are interested in working in-house?** I would advise them to get a lot of good experience either working for a governmental agency or a law firm that does the kind of work and has the kind of clients they are interested in. Join an association that works in your industry and get experience in those organizations. Develop good relationships. Companies, like any other employer, want to hire people who are knowledgeable and experienced.

**What practices do you typically find yourself engaged in on a regular basis?** Problem solving and managing problems with care where there has been an unexpected outcome or a patient or family member is upset. Sometimes the patient feels something could have been done differently. Once someone decides to bring an action against one of the hospitals, then I get involved. Scripps has four hospitals and a lot of questions and issues come up on a daily basis.

---

**Life Notes:**
- **Number of years in practice:** 29 years
- **Undergrad:** University of San Diego, 1980 (BSN in Nursing)
- **Law school:** University of San Diego School of Law, 1984
- **Favorite book:** *Pride and Prejudice*
- **Hobbies:** I mostly enjoy gardening and I love to do a lot with my family.

**Quick Facts:**
- **Company:** Scripps Health (originally Scripps Memorial Hospital) was founded in 1924 in La Jolla by Ellen Browning Scripps. The organization goes back a long ways. Scripps Health has four hospitals with five campuses.
- **Employees:** Scripps Health has approximately 14,000 employees in San Diego.
- **Legal Department:** Scripps has three full-time attorneys and several part-time attorneys.

*Author Alidad Vakili (alidad.vakili@klgates.com) is a corporate attorney with K&L Gates LLP and Editor of San Diego Lawyer.*
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Networking Dos and Don’ts

SDCBA members offer advice for fostering professional relationships

BE INTERESTED
Dos: “First, be interested in the person that you are speaking with and the event you are attending (if you are networking at an event). Second, follow-up, follow-up, follow-up. Finally, try to be helpful to the person with whom you are networking.”

– Randy Reliford, Assistant Dean of Career Development and Employer Outreach at Whittier Law School

RAINMAKING
Dos: “With my specialty of intellectual property law, there are two groups of people I love to meet: business owners or company executives, and attorneys in certain specialty areas such as business and litigation. These are likely leads for prospective clients and I usually spend time researching them before requesting one-on-one meetings.”

Don’ts: “I don’t attempt to connect with everyone that I meet. I have years of experience failing to focus on the true purpose of networking: meet and build relationships with people who can contribute to your practice. There are ample nice people out there, but not everyone can help you with your law practice. So focusing on and identifying those who are most helpful is the key.”

– Joanna Tsai, solo practitioner at JYTLAW

JOB SEARCHING
Don’t: “If you’re looking for a job, don’t approach somebody at a networking event by saying, ‘My name is … I was wondering if your firm has any job openings right now.’ Rather, try to form a bond and the issue will naturally arise. If you’re a recent grad or young attorney, ask for advice about landing a job, rather than asking for a job itself.”

Dos: “Before going to an event, find out who’s attending, and in the very least, who’s presenting. Research their backgrounds online, and have a plan in mind of who you’d like to approach. If it’s a presenter, comment on their presentation, or ask them a question, then ease into the conversation. If it’s an attendee, find an interesting way to start the conversation – ‘I see you’re at XYZ firm – I went to law school with ABC [who works at the XYZ firm].’

“For recent grads and young attorneys, go to as many events as you can, and make sure to interact with people who matter – not your friends who are in the same position as you.”

– Ted Sichelman, Intellectual Property law professor at the University of San Diego
FOR THOSE WITH DISABILITIES

Jocelyn Neudauer, a law graduate with a hearing impairment, has some tips for networking when one party has a disability or impairment. She hears by lipreading and listening combined. In a typical loud crowded networking event she has difficulty following multiple conversations and does not speak as much. As a result, much of her networking is from calling or e-mailing individuals to meet in person.

Don'ts: “Don't make assumptions about a disability or rely on stereotypes; there many levels of disabilities within the disability.”

Dos: “If you have any questions about the disability, just ask. And engage the individual with the disability first – they may not be confident or comfortable with their disability in the networking environment.”

– Jocelyn Neudauer, Thomas Jefferson School of Law graduate

PRACTICE MODERATION

Don't: “I know for a fact that good networking is not accomplished when anyone in the conversation is over 0.10 percent blood/alcohol concentration.”

– Peter Quon, Deputy Attorney General for the State of California

David Seto (dtseto@gmail.com) is a solo practitioner.


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Certified Appellate Specialist, Board of Legal Specialization, State Bar of California
Social media is a platform to get your message out to let people know, including prospective clients and referral colleagues, what you do in the practice of law and to remind them what you do, consistently. Rule number one in any business is to let people know what you do, and to do it early and often. For example, a person thinking of you means that person sending you potential business.

LinkedIn is a major part of social media. LinkedIn, some say, is like “Facebook in a Tuxedo.” Meaning, LinkedIn provides the content sharing and connecting to people like Facebook, but without the sharing of personal pictures, videos, or the like. LinkedIn essentially takes the personal nature of the matter out of the equation. For example, sharing of pictures from your trip to Coronado for the 4th of July on Facebook versus an article from your favorite legal news source on a law related topic you practice in via LinkedIn. It is of note that LinkedIn can connect to Twitter automatically, which means you can post to LinkedIn and it will automatically post to Twitter. Facebook, Twitter, and Instagram have similar platforms that allow sharing and make life much easier (at least to remember multiple online account passwords).

With this in mind, we asked several San Diego attorney and legal industry professionals some questions regarding their use of LinkedIn to grow their businesses and general tips regarding social media use.

Eric Ganci, DUI Trial Lawyer with GALENTE GANCI, APC, responded that even though he did not use LinkedIn often in his social media outreach, which seems to be the case for quite a few attorneys in the community, Ganci did see that “Social media is a very powerful way to both get your message out, and learn about others’ message(s). With social media, people get used to seeing your face and name, all next to the credible information you’re providing.” He added that, “If you’re going to post anything on social media, be a strong and reliable source. Be credible, be cutting edge, and be innovative. Before you post, decide whether it’s just going to junk up someone’s news feed, or if it’s going to make someone stop and read what you’re providing.” Solid advice.

Susanne de la Flor, Account Executive with Thorsnes Litigation Services, like Ganci, says that she “uses LinkedIn to reach out to clients, and stay up on what they are doing.” She continued, “I think it’s a huge way to promote my business. When I meet someone, within twenty-four hours, I search for them on LinkedIn, and reach out to them. It is important for a number of reasons. First, I use it mostly to remember people’s faces and to put names to them. Second, I can figure out how long they have been in business and get background information – like where they went to school, where they used to work, and what firm they are currently with. This will give me points of conversation with them. Third, I can also look at someone’s LinkedIn page and see who they are connected with to seek mutual connections and colleagues. Fourth, by connecting, LinkedIn becomes an online Rolodex for contacts and information. Fifth, I get notices of birthdays as well, and can touch base with folks to wish them a happy birthday. Sixth, these days, if you’re not using social media, you will not be able to compete. Everyone is using it, and if you don’t, the competition will have a significant edge over you. I have had success with LinkedIn, because I’m very involved in the community, and people who meet me at a function will subsequently ‘link-in’ with me.”
David Salisbury, Director of Business Development at Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C., said that “LinkedIn and other social networks are fantastic tools for supplementing traditional networking while prospecting and validating new or existing client relationships. Researching LinkedIn as well as other social networks is almost expected before meeting with a prospective client, and you can be forthright with the information you’ve gained there. For example, if a client shares an article on digital privacy laws, you can assume that’s a hot button issue and something that should be mentioned in a future interaction.”

Salisbury continued that he uses his “LinkedIn network, as well as the networks of my contacts, for valuable introductions that can help Mintz Levin attorneys and clients achieve their strategic goals. Additionally, LinkedIn is the first social network I research when I want to learn more about thought leaders in the business community. Understanding how important social media is in the business world, my firm [Mintz Levin] recently expanded our team to include a dedicated National Social Media Specialist who is based in our San Diego office and works under the guidance of our Public Relations Director.”

He cautioned all to “be aware that some people are more receptive to, or comfortable with, LinkedIn networking than others, so it’s important to establish or respect boundaries, avoid being pushy, and tailor your social media strategy to individual needs. Your online networking via LinkedIn should match the in-person networking style you’ve found to be successful.”

It would seem that that social media is the fastest and most efficient method to get your message out, build your brand, and make an impact in your community. However, it is the relationships – genuine relationships with friends and colleagues – that build a client base, and social media is truly an online extension and expression of those relationships.

Jeremy Evans (jeremy@CSLlegal.com) is Managing Attorney with the California Sports Lawyer firm.

---

Fifth Annual
San Diego County Bar Association
BENCH-BAR LUNCHEON

Please join the San Diego County Bar Association and the San Diego Superior Court for an engaging luncheon dialogue.

Date: Friday, October 31, 2014
Time: 12:00 p.m. – 1:30 p.m.
Place: Westin San Diego Gaslamp Quarter (Horton Plaza) California Ballroom
Cost: $45 per person
Register: www.sdcba.org/benchbarluncheon

Space is limited.
About the Program:

The San Diego County Bar Association’s Diversity Fellowship Program (DFP or Program) was created in response to the low number of diverse attorneys practicing law in San Diego County law firms and corporate legal departments. The Program provides an opportunity for diverse, first year law students to learn and develop skills necessary to be successful in the practice of law and exposes law firms and corporate legal departments to qualified individuals who might not otherwise be considered. The Program is modeled after similar initiatives in California’s Bay Area; Puget Sound and Seattle, WA; Cleveland and Columbus, OH; St. Louis, MO and Atlanta, GA.

This article highlights a 2014 DFP Fellow and Employer who provide their thoughts and experiences with the Program.
The DFP Fellow

By Heather Ray

Even before I sat for my first law school class, I knew that being a Diversity Fellow was the only way I wanted to spend my post-1L summer. I had attended a Scholar’s Day at California Western School of Law at which a graduating student spoke about her experiences with the San Diego County Bar Association’s Diversity Fellowship Program (DFP). Immediately, I resolved to do the same and lay the best foundation possible for my career. The application for the DFP is thorough and effectively identifies candidates who are dedicated and driven despite being new to the legal world. Each student-applicant is tasked with providing a personal definition of what makes him or her diverse, and in turn, an equally diverse and unparalleled opportunity is made available to the selected DFP fellows that make it through the application, interview, and selection process.

My DFP experience has been beyond measure. For eight weeks this summer, I was incredibly fortunate to enhance my professional development and build essential legal skills by working at Wilson Turner Kosmo LLP (WTK). The position was a far cry from data entry and photocopying as my role at the firm simulated the tasks of an associate attorney. I was responsible for high-level legal writing and research assignments seldom given to students coming out of their first year of law school. I was also exposed to various facets of civil litigation at one of San Diego’s most respected law firms. Moreover, whether attending an expert deposition, a trial, or discussing discovery responses, I was included in real-time conversations and had my personal input requested from practicing attorneys. I have found mentors at WTK who entrusted me with specific projects for their cases and also made time to provide invaluable direction and feedback.

The daily experience I gained at WTK was only the beginning, however, because I recognized that being a Diversity Fellow would open doors. For example, I was immensely proud to represent California Western in the legal community. The DFP features both required and optional events, and I took advantage of every occasion as a unique educational and networking opportunity. I listened, I asked questions, and I engaged, and the results paid in dividends. As a novice in the legal field, I was humbled by the respect I received from community leaders throughout San Diego upon learning of my involvement in the DFP as a Fellow. By utilizing the Fellowship as a stepping-stone in conjunction with my personal strengths, I have already secured employment for later terms of law school and have directed a distinguished attorney to California Western for future speaking engagements. There is no question in my mind that such achievements would not have materialized without making the very most of the exceptional opportunity I was gifted in becoming a Diversity Fellow.

I am most honored to have made my foray into law through the DFP, and my gratitude to Wilson Turner Kosmo for the enthusiasm and resources shared is boundless. The lasting beauty of the DFP is that it paints in broad strokes, benefitting all expertise levels and leaving an indelible impression on “America’s finest” legal community, our very own San Diego. Heather Ray (hsray@law.cwsl.edu) is a 2L at California Western School of Law.

“My DFP experience has been beyond measure. For eight weeks this summer, I was incredibly fortunate to enhance my professional development and build essential legal skills by working at Wilson Turner Kosmo LLP.”
By Frederick Kosmo and Dessi Nintcheva

Wilson Turner Kosmo LLP has participated in the Diversity Fellowship Program since its inception. For Wilson Turner Kosmo LLP, diversity is not simply hype, it is a reality. Diversity is in the firm’s DNA. Wilson Turner Kosmo LLP prides itself on a high quality diverse workforce. By recruiting top talent with diverse qualifications, backgrounds and experiences, the firm has managed to compete successfully in an increasingly global market place. Currently 67 percent of the firm’s attorneys are women and 30 percent are minorities.

“We believe that to stay competitive and meet the needs of our clients we must pool from the largest and most diverse set of candidates,” said Fred Kosmo, one of the firm’s named partners. “We see diversity as an opportunity. We are a nation of diverse entrepreneurs and it is essential for our firm to capitalize on the talent of women, minorities and gay people in continuing to serve an increasingly diverse client base.”

The firm is passionate about continuing to support quality organizations that promote diversity in the legal workplace. Some of those organizations include the Lawyers Club of San Diego, the Earl B. Gilliam Bar Association, the National Association of Women and Minority Owned Law Firms (NAMWOLF), San Diego La Raza Lawyers Association and the National Bar Association.

Consistent with this goal, the firm has vowed to continue to support the SDCBA Diversity Fellowship Program, with Fred Kosmo and me spearheading the effort. The firm is particularly proud of and would like to recognize its past and present Diversity Fellows, including Silvia Paz Romero, Anne Perrera, Adabela Bonillo and Heather Ray.

Dessi Nintcheva is an attorney (dnintcheva@wilsonturnerkosmo.com) with Wilson Turner Kosmo LLP and Frederick Kosmo (fkosmo@wilsonturnerkosmo.com) is a partner with the firm.

“We see diversity as an opportunity. We are a nation of diverse entrepreneurs and it is essential for our firm to capitalize on the talent of women, minorities and gay people in continuing to serve an increasingly diverse client base.”

A Win-Win Program

While the SDCBA’s Diversity Fellowship Program offers law student Fellows unparalleled opportunities to gain “hands-on” experience working in the legal field, participating DFP employers often note that they also benefit from working with the students.

When discussing Wilson Turner Kosmo LLP’s (WTK) 2014 DFP Fellow Heather Ray, WTK attorney Robert Rodriguez remarked, “Heather was a joy to work with. We asked her to participate in some trial work, and she went to court with us on most of the days. Because she took several years off between college and law school, I felt like she had some great ‘real world’ insights into how the jury might be viewing our case. She became a valued member of the trial team.”

“Heather is intelligent, personable and highly motivated,” Dessi Nintcheva added. “Her desire to learn and strong work ethic will take her far in her career.”
California Western School of Law
  Braden Drake
  Dana Faghiih-Nassiri
  Heather Ray
  Francisco Loayza-Romero
  Cristal Ruiz

Thomas Jefferson School of Law
  Ricardo Elorza
  Marisol Gonzalez
  Emily Roberts
  Anum Sheik

University Of San Diego School of Law
  Yousaf Husain
  Felicia Kit
  John Roehrick
  Keith Van Wagner

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“Diversity” has changed. It’s no longer the same “diversity” that the legal profession began addressing with such vigor in the 1970s. The challenges are different. The issues are more complex. And historical experience has affected the legal profession’s perspectives on “diversity.” The strategies, programs, and conventional wisdom that developed in response to the diversity and inclusion challenges of the 20th Century legal profession, may have lost relevance or effectiveness as we move toward the third decade of the 21st Century. The challenges have evolved and, of necessity, so too must our responses.

It is, in part, due to that evolution that the Institute for Inclusion in the Legal Profession (IILP) was established. Through its work, IILP seeks to supplement and support the efforts of established organizations by providing new data, information, and approaches that can be applied to the diversity and inclusion challenges of today’s legal profession. IILP takes a comprehensive approach to its work that allows it to compare, contrast, and glean new insights from old efforts and moving targets. It addresses a broad array of diversity factors rather than a single facet of diversity which enables it to ask hard questions about sensitive topics. It avoids duplicating the efforts of others, and instead focuses upon filling gaps and expanding the choir. IILP provides data and information not previously available but long needed. It brings together disparate groups within the legal profession so as to educate and familiarize them about their common and different experiences and issues as diverse lawyers. IILP brings to the legal profession new ways of looking at and understanding its diversity and inclusion challenges as it exists today through its research, programs, and publications. For example:

- In “The Business Case for Diversity: Reality or Wishful Thinking?,” IILP provided the legal profession with the first hard data on how the business case for diversity plays out. IILP found that the reality is far different from what corporate clients might think. Different types of diversity benefit (or not) in different ways. Some business development strategies are far less effective than conventional wisdom would have one believe. Indeed, there may be greater expectations and pressures placed by law firms upon their diverse partners to generate business that may not actually exist. There is a business case for diversity but its myths need to be separated from reality.

- IILP presents programs that address difficult but important issues within diversity. For instance, IILP works with the National Association of Women Lawyers to present programs exploring some of the tensions that exist between lawyers who are white women and those who are women of color.

- IILP publishes an annual report on the state of diversity and inclusion in the legal profession and presents symposia on the topic around the country. This
report and symposia are proving to be an effective way of educating lawyers about diversity and inclusion issues as well as the diversity within diversity.

• IILP is also spearheading an effort to formally add diversity and inclusion as a component of professional responsibility. How many times have speakers told audiences that "diversity is the right thing to do" or some variation thereof? Can local rules of professional responsibility be amended to include that? Through efforts and programs such as these, IILP hopes that its work offers new ideas and information for shaping the meaningful direction of future diversity and inclusion efforts.

The diversity and inclusion challenges facing the legal profession today are part of a changing landscape.

IILP’s motto is, “Real change. Now.” The ultimate diversity and inclusion challenge for the legal profession is that it needs to change in order to become more diverse and inclusive. But that means change for diverse lawyers, too. Advocates for greater diversity and inclusion need to consider putting aside or reconfiguring those strategies or programs that are no longer effective; doing so is not an admission of defeat. Nor is a fear of failure or the unfamiliar a sufficient reason to avoid trying new approaches or initiatives. Indeed, instead of feeling the need to justify a more diverse and inclusive profession, perhaps we should change the paradigm, asking those who resist to justify the status quo. IILP looks forward to ongoing collaboration with the San Diego Bar as we seek to make this a profession where one’s diversity is not an obstacle to full and equal participation and opportunity. Here’s to Real change. Now.

Sandra Yamate, Chief Executive Officer for the Institute for Inclusion in the Legal Profession, spoke at the SDCBA’s annual Dialogue on Diversity Program, “Hot Topics and Trends in Diversity and Inclusion: What All Attorneys Need to Know” on September 17.

About the Institute for Inclusion in the Legal Profession – REAL CHANGE. NOW:

Through its programs, projects, research, and collaborations, the Institute for Inclusion in the Legal Profession is dedicated to improving diversity and promoting inclusion in the legal profession. IILP is a leader in supporting new approaches and inventing and testing methodologies that will lead to real change and eliminate bias in the legal field. Through comprehensive outreach and original programming, IILP works closely with legal, judicial, professional, educational and governmental institutions to help the profession advance diversity as a core value. For more information, please visit the IILP at www.theiilp.com.
The “Good ol’ Boys” era is not over. Recent statistics from National Association of Women Lawyers confirm this fact. While diversity in the legal profession is certainly better than before, we are by no means ready to dismantle initiatives that are dedicated to bringing talented attorneys from a wide range of backgrounds and experiences. In fact, there’s never been a greater need to continue diversity awareness practices. Diversity not only includes age, gender, race, ethnic background and sexual orientation, but is also about what makes each of us unique. It is important not only for the sake of employee morale and maintaining an up-to-date culture within a firm, but also for significant economic benefits in what is becoming a more competitive market for lawyers.

Need concrete reasons to press diversity? Here are three economic ones:

**Prospective Clients Demand It.** More often, large client prospects are beginning to evaluate the potential of retaining firms based in part on their diversity recruitment and retention practices. It can be, and often times are, the difference between winning a competitive bid for a case. This really shouldn’t come as a surprise. These clients, often national companies, must report, themselves, to a diverse base – their customers. Their customers are diverse, and as the client’s management demands, so too must their lawyers.

**It Keeps You In Touch.** A new study reported by NBC News shows that even the presence of a single female company board member, among an otherwise all-male board, has a positive impact. The conclusion from this study is that just one diverse person will bring a perspective or ask a question that no one ever thought of beforehand. Thus, having talented attorneys that hail from a broad array of backgrounds, experiences and cultures brings the ability to relate to certain clients as others would not, brings to the table an existing perspective that would have been left out, and/or advances an innovative argument that would have been never been made. A firm that embraces diversity will be propelled to the forefront of decision-making and innovation, and thus become more attractive to the same evolving clients.

**It Helps Attract and Keep Good Talent.** People want to work where they feel they can make a difference, where they will feel appreciated and where they will feel comfortable. A firm that looks and acts like a good old boys network will find it challenging to attract and keep attorneys that are diverse. In doing so, firms will lose access to a great and growing asset base; one that will be the dominant talent source in the near future as society itself becomes more diverse. Thus, embracing this new talent will reap rewards beyond just attracting new clients. Attorneys that are comfortable, and feel appreciated because of who and what they are, will be more productive, more successful and more loyal. Productivity levels will increase and turnover will decline, thus improving a firm’s overall bottom line.

Working to ensure lawyers within a law firm reflect the diverse client base they serve makes sense – economic sense. Diversity not only gives firms more opportunities to hire quality talent, but opens the doors to compete for lucrative clients. Diversity is occurring all around us, yet within our profession, statistics show there’s room to grow. Certainly the firms that do embrace diversity are thriving and moving ahead of those that haven’t, taking more share of an ever-competitive client base. Firms should do more to jump on the train before it leaves without them.

Loren Freestone (lfreestone@higgslaw.com) is an attorney with Higgs Fletcher & Mack, LLP, a member of the SDCBA’s Board of Directors, and former chair of the SDCBA’s Ethnic Relations and Diversity Committee and Diversity Fellowship Program.

**Embracing the Full Spectrum**

*How increasing diversity awareness can yield a positive impact*

By Loren Freestone

This past June, the SDCBA was honored with the 2014 American Bar Association (ABA) Partnership Award in recognition of the Association’s Diversity Fellowship Program. The award recognizes bar associations nationwide for programs that display measured success in their direct efforts to diversify the legal community and advance the careers of professionals from underrepresented backgrounds.

Pictured above, Loren Freestone accepts the award from Alice Bruno, Chair of the ABA standing committee on bar activities and services, at the ABA’s Annual Meeting in Boston, MA.
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The Ethnic Relations and Diversity Committee (ERDC) was created by the San Diego County Bar Association (SDCBA) with the goal of advocating for the advancement of under-represented ethnic and minority attorneys and other traditionally under-represented members of the legal community, and promoting diversity in the legal profession. In today's challenging economic times, this is more important than ever. The ERDC works toward this goal through acting as the SDCBA's liaison to San Diego's local diversity bar organizations, and also through a series of annual events and programs.

The Spring Mixer, the ERDC's kick-off event, gives members of the legal community the opportunity to network and socialize. This past April's Spring Mixer was well-attended, and hosted by Higgs Fletcher & Mack LLP.

The Dialogue on Diversity offers attendees the chance to hear from some of the industry's leaders while earning CLE credit and networking. This year's Dialogue on Diversity featured Sandra S. Yamate, CEO of the Institute for Inclusion in the Legal Profession, and San Diego Superior Court Presiding Judge David Danielsen. We hope this year's program inspired a discussion about how far we have come in advancing diversity in the legal profession, how far we have yet to go, and how we can all collaborate to work toward a common goal.

The Holidays Around the World is a potluck event held at the beginning of the holiday season, and allows members to socialize and network in a relaxed atmosphere. This event is jointly hosted...
by the local diversity bars, who each provide a dish or two for attendees to enjoy. This year’s Holidays Around the World will be held on the evening of November 6, at the Bar Center at 401.

The ERDC also assists with two initiatives created by the SDCBA: the Diversity Pledge and the Diversity Fellowship Program. The Diversity Pledge was created in 2007 to serve as a guideline for fostering diversity within the legal profession in San Diego. The Diversity Pledge was intended to re-focus efforts within the legal profession on promoting diversity in the hiring, retention and advancement of attorneys within law firms and corporate legal departments and emphasizing diversity in leadership positions. The Diversity Pledge is completely voluntary, and includes a detailed list of diversity goals and practices for organizations to consider and aspire to.

In 2009, the SDCBA and Association of Corporate Counsel (ACC) – the in-house counsel bar association – created the Diversity Fellowship Program (profiled earlier in this issue) in response to the low number of diverse attorneys practicing law in San Diego County law firms and corporate legal departments. The Program provides an opportunity for diverse, first year law students to learn and develop skills necessary to be successful in law firm and corporate legal department environments and exposes law firms and corporate legal departments to qualified individuals who might not otherwise be considered. The ERDC meets at the Bar Center at 401 at 5:30 p.m. on the first Monday of every month. The Committee is always looking for ways to improve the programs and events we currently have, and thinking of new projects to work on. All SDCBA members are welcome to attend our meetings to find out more or to volunteer to assist with our events.

Stephanie Chow (stephanie.chow@doj.ca.gov) is an attorney with the Office of the Attorney General and is Chair of the SDCBA’s Ethnic Relations and Diversity Committee.
Developing Tomorrow’s Legal Leaders

By Danwill Schwender

The proven benefits of the mentor-mentee relationship and one firm’s successful program model

Originally, a person seeking to enter the legal field had to find a willing teacher and serve as an apprentice for several years. The formalization of law school and bar exams largely removed this classic form of education. Yet, most law firms will admit that law schools and bar courses do not impart the skills and experience necessary for the proficient practice of law. As a result, mentorships remain the most effective way to pass on the skills, knowledge, and wisdom from one generation of lawyers to the next. And, according to Ted J. Griswold, Partner at Procopio, Cory, Hargreaves & Savitch LLP and the director of Procopio’s mentoring program, mentorships can benefit a person in every aspect of a burgeoning legal career. This includes the initial determination to enter the field and prepare for the LSAT to surviving law school, passing the bar, finding your first job, developing the practical skills of a good attorney, all the way through to the “business” of law and running a law firm.
CAREER DEVELOPMENT PROGRAMS AND MENTORSHIPS

Mentors are generally established attorneys, judges, professors, or peers who volunteer their time and knowledge freely to assist others, the mentees, in their professional development. Mentorships offer numerous benefits: networking and career advice, acclimating to a law firm’s culture and politics, a source for quick answers to candid questions on ethics and strategy, educating and developing substantive legal skills, reducing attrition and work efficiency, and avoiding the pitfalls of “learning the hard way.”

Mentorships can be formal or informal, mandatory or voluntary, and vary in their objectives. For example, Procopio has a formal mentorship program that is mandatory for its newly minted attorneys and voluntary for more seasoned lawyers. Mr. Griswold states the program is always evolving, but its main objectives are to assimilate new lawyers to the firm, assist in professional development outside of the law firm, trouble-shoot substantive, ethical, and administrative issues, and to monitor young attorneys’ growth. While mentees appear to benefit the most, the firm reaps its rewards too through more efficient lawyers, increased practice areas, and, of course, retention of attorneys hired with the idea that someday they will be your partner. Naturally, the effectiveness of a mentorship depends on the investment and involvement of the parties.

DIFFICULTIES

Obviously, many of us may think it’s difficult to make time for a mentorship relationship given the demands of billable hours, family, and social life. But, Mr. Griswold finds this is not the case at Procopio because the time commitment is flexible and can be as little as meeting once a month (although he highly recommends this meeting be in person).

Mr. Griswold finds the difficult part to be providing guidance to partners and associates who have never been in a mentor/mentee relationship before. Numerous articles and books exist that explain what to expect from and how to excel at a mentorship relationship. Mr. Griswold provides his mentors and mentees with Ida O. Abbott’s pamphlets “Being an Effective Mentor” and “Working with a Mentor” (available at www.nalp.org). These brief, concise brochures provide a great starting point for building a solid mentorship. The National Association of Law Placement also offers Abbott’s book The Lawyer’s Guide to Mentoring.

Another hurdle of mentorships involves finding the right mentor-mentee match. At Procopio, the mentee or the mentor may request reassignment and must rotate after two years to allow the parties to explore different relationships. For those pursuing mentorships outside of your firm, it is a good idea to seek out more than one mentor. This will allow the opportunity to find the right match, but also an ability to meet different needs from different mentors – perhaps one mentor is better with avoiding legal pitfalls and another with networking.

Finally, most of us agree that first-year attorneys need advice and counseling when transitioning from law student to attorney. Yet, many seasoned practitioners find they still benefit greatly from mentors in the “business” of law, such as client development and marketing, supervising staff, handling client payments, and other such administrative tasks.

ADVICE FROM PREDECESSORS

You don’t need a JD or your “bar card” to know the value of practical experience in the legal profession. However, attorneys in their first few years of practice may appreciate it most. It is within those first few years of practice that young attorneys often struggle with real-world issues law school simply could not address. For new attorneys who have never “been there” or “done that,” guidance from predecessors can have a huge impact on career development and ultimate success.

To that end, bar associations across the country implement mentorship programs designed to help new attorneys transition into practice. By pairing seasoned attorneys (mentors) with new attorneys (mentees), much is accomplished. Experienced attorneys provide practical guidance, share insights, and help solve real world problems. Additionally, new attorneys develop new contacts and may receive lessons in professionalism and career development.

For San Diego’s young lawyers, there are numerous mentorship programs available. Below is a list of such programs offered by bar associations at the local, state, and national levels.

Danwill Schwender (d.schwender@gmail.com) is an attorney with Foldenauer Law Group, APLC.
MENTORING ACROSS THE U.S.
Compiled by Walter Araujo

Valuable mentoring programs continue to pop up across the country. Following is a sampling of just some of the programs available.

LOCAL
San Diego County Bar Association and San Diego La Raza Lawyers Association, Career Development Program
Lawyers Club Mentor/Mentee Program
MAMAS – Mother Attorney Mentoring Association of San Diego Mentoring Program
Mentor Program of the Korean American Bar Association of San Diego
North County Bar Association Mentoring Program

STATE
California Women Lawyers Mentoring Program
South Asian Bar Association of Southern California Mentor/Mentee Program

NATIONAL
ABA National Mentor Program for Lawyers and Law Students with Disabilities
ABA Criminal Justice Section Mentorship Program
American Inn of Court Model Mentoring Program
Minority Corporate Council Association’s (MCCA) KAN-Do! Mentoring Program

Walter Araujo (waraujo@vdalaw.com) is an attorney with Van Dyke & Associates, APLC.

SDCBA AND LA RAZA CAREER DEVELOPMENT PROGRAM

In recent years, the legal landscape and culture in San Diego has changed significantly. With less in-firm training for new attorneys, mentorship and practice guidance is critical for new attorneys.

This year, the SDCBA has renewed its focus on relationship building, guidance, and mentorship through a new Career Development Program, where new attorneys will be grouped at “roundtables” with more seasoned professionals in the same area of practice. The groups will meet at least seven times throughout the year. Roundtables are currently being established in the following areas of law:

1. IP – copyright, sports, entertainment, trademarks, patents
2. Family Law, Estate Planning, Wills/Trusts, Probate, Elder Law & Juvenile Dependency
3. Criminal Law (federal and state, prosecution and defense) (including juvenile delinquency)
4. Real Estate and Business Litigation/Construction Defect
5. PI/MedMal/Wrongful Death/Consumer Protection
6. Employment Law
7. Appellate Law
8. Administrative, including Workers Compensation, Review Boards
9. Business transactional and taxation (state and federal); finance and banking; in-house counsel and those interested in in-house counsel
10. Immigration and international

The roundtables consist of a mix of attorneys at different levels of experience.

Networking events and workshops created especially for new attorneys will also be a pertinent part of the new Career Development program, and a clinical demonstration and debrief are also being established as part of the new program as well.

To find out more about the program and how to get involved in the future, please visit www.sdcba.org/careerdevelopmentprogram
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Having a mentor can be a key part of an attorney’s legal education and developing a career path. *San Diego Lawyer* asked two attorneys and a post-bar candidate to describe their experiences as a mentor or mentee. San Diego attorney Robert Lynn, who has been practicing law in California since 1972, currently mentors post-bar law clerk David Chozick. Matthew Zelasko-Barrett, who graduated from Thomas Jefferson School of Law in 2007, describes how mentorship has shaped his practice over the years.

### On becoming or finding mentors

**Lynn:** As a sole practitioner, second and third-year law students are invaluable in running a small practice. Consistently during my 40+ years of practice, I have employed law students and some young attorneys. Part of my obligation to them is a continuing conversation about the real-life aspects of the practice of law. That inevitably leads to dealing with law school and life in general.

**Chozick:** I met Bob [Lynn] when I applied for a law clerk position at his firm in March of 2013. Bob interviewed me twice, from which he offered me a part-time position effective immediately, transmuting into full-time once the spring semester ended. As excited as I was to receive a paid law clerk position in an industry known for indentured servitude, I was apprehensive to start immediately because I was a full-time student and already working at another law firm for externship credit. I decided it served no purpose to explain my laborious circumstances, so I accepted on the spot.

**Zelasko-Barrett:** My first two mentors were from my first internship in law school, at an Immigration Law Project with a pro bono legal aid organization where an immigration attorney became a mentor to me and I later met one of my most influential mentors while I was taking a lunch break. That attorney mentor was in need of volunteer interns for a pro bono Domestic Violence Clinic inside a San Diego courthouse.

After those internships I graduated and went to work for a plaintiff’s asbestos law firm where mentorship was really difficult to find even though the firm considered its senior attorneys “mentors” and its younger associates “mentees.” The firm culture was a sink or swim atmosphere where the younger associates tended to be blamed for the mentors’ mistakes. A lot of positive did come out of working in that position as I gained a vast amount of knowledge in discovery matters.

I met another influential and essential mentor when I hired an attorney in a case where I was a plaintiff. I wrote all of the appellate and supreme court briefs as his attorney mentee under his mentorship, direction, and supervision. That attorney mentor had been practicing law for 37 years as a solo practitioner when I...
met him. Again, I was at the right place at the right time, with the right circumstances to have someone voluntarily step up to be a mentor and guide to me without my asking him.

When I transitioned to my solo practice in San Francisco, I shared office space with five other attorneys. I was able to learn a great deal from each one of those attorneys.

I was admitted to the State Bar of Michigan in August 2013, and moved to Michigan.

In searching for office space I found a very reasonably-priced off-sharing arrangement near my home with a business owner of two companies. That choice led me to my newest mentor who is not an attorney but is an established business owner with a lot of business management ownership experience.

**Benefits of a mentor-mentee relationship to one’s practice**

**Lynn:** Mentoring enhances my practice not only because law students provide quality work product; but more importantly, after they leave me for actual good-paying jobs, they remain friends and an advice source forever.

**Chozick:** I am honored to say Bob has provided me with (and continues to provide me with) an invaluable wealth of practical knowledge that law school failed to provide. Despite writing this article as a post-bar candidate and not a licensed attorney, I am confident when I say that Bob has immensely helped my legal career. I have had the fortune of being exposed to diverse areas of the law, such as appellate litigation, real estate, bankruptcy, and business. In my capacity as an assistant, I have learned how a law firm operates, both procedurally and substantively. I believe this supplemental knowledge and experience has given me a head start in my legal career.

**Zelasko-Barrett:** The educational system seems very antiquated in its ways with a focus on theory rather than real world practice so it was important to me to find a mentor that I could relate to and that would really focus on a wide variety of professional, business, and life skills. My mentor-mentee relationships have helped me succeed through their advice and counsel. They helped me develop and hone professional skills to be the best attorney and person I can be for me and my clients. Those individuals also became personal friends who have helped me in my personal life to achieve a work-life balance as much as I can at this point in my career. They also encouraged me to achieve my goals and to disregard negativity in my legal career and life.

**Lessons learned from mentors**

**Lynn:** Law students and young lawyers in my office are often clueless in dealing with clients, other lawyers and judges. I try to help fill in their background knowledge of lawyers, judges and clients so that when they first fly on their own, they don’t crash and burn on their first outing.
I give them increasingly difficult responsibilities and monitor their progress. Generally, they stumble at first. At that point, I step in and help them arrive at the correct answer. These “real life” problems hone their analysis skills much better than a hypothetical about a pig farm in Alabama. They become used to dealing with clients. By the time they leave law school, they are ready to interview clients, analyze the response and send me a report.

Chozick: I have been working for Bob for about 1.5 years. Within that time, we have grown to know and like each other on a professional and personal basis. I find it hard to believe that there are many other employer/employee relationships like ours. In the same hour, I may ask Bob about the guidelines for a court document, his understanding of a legal principle, and how it feels to endure a hurricane in the Pacific Ocean (Bob sailed around the world for 11.5 years on a 45’ cutter). The scope of my inquiries is vast, resulting in a much better understanding of the law. Bob’s insight in the practice of law, as well as the practice of life, has shaped me into a better attorney and human-being.

Zelasko-Barrett: My immigration attorney mentor taught me that there were attorneys and business leaders that would take a chance on hiring someone for a position if they saw dedication, hard work, and sacrifice from the candidate even though they did not meet some of the core requirements for the position. She also taught me how to overcome my lack of reading, writing, or speaking a client’s language through using translators and other tools to help me succeed in a position where I had a language barrier. That skill has helped me numerous times in my solo practice.

A really solid and deep lasting friendship developed with my domestic violence attorney mentor and she taught me about much more than I ever expected. I was able to ask her questions about a variety of areas including work-life balance, politics, friendship, family, and personal matters such as how to incorporate spirituality and religion into my personal life, and honor those values in my work. It was really a great experience to see someone in the legal profession not afraid to share thoughts and beliefs as a mentor and to help me incorporate spiritual and religious beliefs in my daily and legal life when I was struggling with that.

My plaintiff’s case attorney mentor taught me the ins and out, nuts and bolts of law practice management, including accounting, billing, client management, case management, trial practice, arbitrations, and appeals which gave me the know-how and confidence to start my own solo practice law firm with his guidance. I often sought advice about and discussed my concerns as to whether I should take a particular case or client, and what approach I should take in particular circumstances as my cases progressed. I also had him review my pleadings and meet and confer letters to parties. On many occasions while practicing law with that mentor, he took into account my perspective as a mentee which was really great as it felt I was giving something in return to someone who was mentoring me.

I have been able to bounce marketing, accounting, and other business management ideas off of my business mentor as well as have him proofread and edit my work. Having a non-attorney mentor look over my work has been instrumental to my practice as it allows me to stay focused on making my legal arguments as strong as possible while making sure someone not familiar with the case, law, or legal jargon can easily understand the pleadings.

Suggestions for mentees

Lynn: The more the mentee is involved in the attorney’s practice, the better the relationship is for both of them.

Chozick: I suggest every law student find a mentor no later than the beginning of their third year. In my opinion, the legal theories taught in law school are not fully realized by students until they actually participate in the practice of law. On more occasions than I care to admit, Bob has grinned at me thinking how naive I am about the law. Naiveté can only be overcome by experience, which is one of the many benefits a mentor provides.

Zelasko-Barrett: I would suggest everyone seek out both attorney and non-attorney mentors as they embark on their career. Non-attorney mentors can be instrumental in having experience and exposure to a wide variety of issues and business practices. Do not set out any specific expectations for mentors, or have a list of requirements. Those who are naturally mentors will far exceed your expectations if you go into mentor-mentee relationship with an open mind and heart. Above all else be yourself, everyone’s journey is different; we meet the right people at the time when we are supposed to in our career and life.

Christine Pangan (cipangan@yahoo.com) is an attorney with the Legal Aid Society of San Diego, Inc.
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A public law library is an essential and vital component to the California court system protecting “everyone’s right to a fair shake in our legal system,” says John Adkins, Director of Libraries at the San Diego Law Library. Law libraries ensure equal access to justice by providing free access to legal information.

To continue providing services and to meet users’ needs, the law library needs adequate funding. Law libraries receive only a small allotment of filing fees paid in civil cases. “The San Diego Law Library’s share of court filing fees makes up about 97% of our operational funding,” comments John Adkins. However, filing fee revenues for the San Diego Law Library have steadily decreased, dropping by approximately 25% from fiscal year 2008-2009 to fiscal year 2012-2013. Without an adequate budget, the law library is forced to cut back on services and resources which affect the library’s ability to effectively meet the needs of library users.

Many individuals depend upon the services and resources that the law library offers. During this fiscal year, the San Diego Law Library received 95,336 visitors, 7,954 materials were checked out and library staff responded to 43,704 patron inquiries. At the San Diego Law Library, the public have free access to:
- Statutes, case law, and secondary practice treatises on California, Federal, and International legal topics;
- Legal databases such as Westlaw, Lexis, and CEB ONLAW;
- Legal clinics; and
- Comfortable working spaces to study and collaborate, and much more. These resources are greatly appreciated by local community members, as one grateful patron asserted:
  “I’ve been around San Diego visiting library to library as I worked on my case and nobody could even compete with this lovely library (the San Diego Law Library). Now thanks to them I can continue on with my case and I actually have knowledge of what I’m doing… I will definitely come back.”

What can you do to help? We urge you to contact your legislators, county supervisors and presiding judges and talk to them about our plight. Learn more at www.sdlawlibrary.org or contact Benita Ghura at bghura@sdlawlibrary.org for more information.

Benita Ghura (bghura@sdlawlibrary.org) is a librarian with the San Diego Law Library.
Vote for the 2015 SDCBA Board of Directors
Polls Open Online Wednesday, October 15

To participate in the 2015 Board of Directors election and to read more about the candidates, visit www.sdcba.org/2015election.

Voting will take place online from October 15 through November 14. If you do not want to vote online, you may request a paper ballot by contacting Katie Doherty at (619) 321-4118 or kdoherty@sdcba.org.

All SDCBA attorney members who are active with the State Bar of California are eligible to vote in the 2015 election.
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Distinctions

- **Heather Rosing**, shareholder with Klinedinst PC, and SDCBA Past President, was recently sworn in as vice president of the State Bar of California for 2014-15.

- Superior Court **Judge Joan Weber** was sworn as president of the California Judges Association.

- **Wendy Behan**, attorney with Casey Gerry, was sworn in as president of California Women Lawyers (CWL), and attorney and former Congresswoman **Lynn Schenk** received the CWL Fay Stender Award.

- San Diego County Deputy District Attorney **Wendy Patrick** was recently honored with the 2014 Ronald M. George Public Lawyer of the Year Award by the California State Bar’s Public Law Section.

- **Jerrilyn Malana**, shareholder with Littler Mendelson P.C. and SDCBA Past President, and **Matt Peterson**, partner with Peterson & Price, were recently added to the UCSD Foundation’s board of trustees.

- San Diego Superior Court **Judge William McGrath** retired on August 15 after serving more than 25 years on the bench.

- Wilson Kosmo Turner partner **Vickie Turner** was elected Chair of the National Bar Association’s (NBA) Commercial Law Section and a member of the NBA’s Board of Governors.

- **Matthew Braner, Enrique Camerena, Selena Dong Epley**, and SDCBA Past President **Dan Link** were appointed to the San Diego Superior Court bench.

- **Andrew Serwin**, partnering attorney with Morrison & Foerster, was recently named to the board of directors for the National Cyber-Forensics and Training Alliance.

- Higgs Fletcher & Mack attorney **Alexis Gutierrez** was named to United Way of San Diego County’s Board of Directors.

- Attorney **Dennis Doucette**, ofProcio, Cory, Hargreaves & Savitch LLP, was recently elected president for the board of the Association of Corporate Growth San Diego.

- **Clark Hudson**, shareholder with Neil, Dymott, Frank, McFall & Trexler APLC was selected to chair the Association of Southern California Defense Counsel Litigation Conference in San Diego.

- **Fragomen, Del Rey, Bernsen & Loewy, LLP**’s San Diego Office was named “Law Firm of the Year” by Casa Cornelia Law Center for providing pro bono legal services to Casa Cornelia’s indigent clients.
Their lawyers as members of the SDCBA.

or more lawyers) are members of the 100 PERCENT CLUB for 2014, having 100 percent of membership that indicates an outstanding commitment to the work done through SDCBA programs and services in the legal profession and the community. The following firms (five or more lawyers) are members of the 100 PERCENT CLUB for 2014, having 100 percent of their lawyers as members of the SDCBA.

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The SDCBA hosted its annual Dialogue on Diversity program “Hot Topics and Trends in Diversity and Inclusion: What All Attorneys Need to Know” on September 17. Attendees joined a discussion on diversity and enjoyed conversation with colleagues at a post-program mixer at Karl Strauss. Thank you to event sponsors California Western School of Law, Cozen O’Connor, Higgs Fletcher & Mack LLP, Inventus, Littler, and SDG&E and Sempra Energy Law Departments.
Attorneys, judges and other legal professionals gathered at the Bar Center at 401 to learn more about the SDCBA’s Sections and Committees and local law related organizations, as well as welcome law students to our legal community on September 23. Thank you to event sponsor BARBRI.
AN EVENING IN LA JOLLA
Photos by Douglas Gates Photography
Friends and colleagues enjoyed the San Diego County Bar Foundation’s signature benefit, An Evening in La Jolla, at the Birch Aquarium on September 20 while supporting access to justice for the underserved in our community.

PHOTO GALLERY

MEET THE LEGENDS
Photo by David Seto
The SDCBA was honored to have some of the Bar’s “Legends” at the Bar Center at 401 to mingle with new attorneys on July 22.

Pictured left: The Legends of the Bar.
PHOTO GALLERY

CALIFORNIA CHIEF JUSTICE VISIT
Photos by Douglas Gates Photography
California Supreme Court Chief Justice Tani Cantil-Sakauye visited the Bar Center at 401 on September 11 to celebrate the launch of San Diego's new Civil Appellate Self-Help Workshop series.

CRIMINAL JUSTICE MEMORIAL
Photos by Barry Carlton
Members of the legal community gathered at the Hall of Justice on September 19 to honor individuals who made significant contributions to criminal justice in San Diego County.

BENCH-BAR BEACH CLEAN UP
Friends and family gathered at La Jolla Shores beach on September 20 to help clean up San Diego's shoreline.

MEMBER BENEFITS

Whether you practice in a firm with one attorney or 100 attorneys, your firm can benefit from big savings. Put the power of your SDCBA membership to work for you and check out the exclusive SDCBA member savings offered through our member benefit partners.

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