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# The Baltimore Barrister

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# Lawyer, Heal Thyself

By Kelly Hughes Iverson, Esq. • President



When the American Bar Association convened its mid-year meeting in January, the National Conference of Bar Presidents met alongside it. Lively discussions about Bar activities, state bars, metro bars, unified versus voluntary bars, bar events, and bar projects ensued, and the enthusiasm in the room was palpable. But just before the conference adjourned, the mood sobered. The final topic on the agenda was a plenary session addressing lawyer health and wellness.

Our society is bombarded with well-meaning messages about health and wellness. Eat a balanced diet, get plenty of sleep, lose weight, practice yoga, relieve stress, quit smoking, reduce or eliminate alcohol, and exercise. Take care of both body and mind. These common-sense directives are so well-known that they are practically codified in our collective consciousness, but they are more than rote dogma, as ample scientific studies and data support the recommendations. And if we as lawyers have anything in our skill set, we should be able to research and follow codified directives.

Perhaps that is why the 2016 Hazelden Betty Ford Foundation Study addressing substance abuse and other mental health concerns among attorneys still retains its shock value. The study, which was also sponsored by the American Bar Association Commission on Lawyer Assistance Programs, concluded that as a profession, we are not as healthy as we'd like to think.

Using the Audit (Alcohol Use Disorder Identification Test) 10 instrument, the Betty Ford Foundation survey found that 20.6% of practicing lawyers surveyed scored at a level consistent with problematic drinking. Using a slightly different measure – the Audit C scale – 36.4% of lawyers identified problematic drinking, compared to 15% of physicians and a smaller number still among the general population. Among the general population, roughly 6.4% have problematic drinking behaviors, compared to 21% of all attorneys and 32% of attorneys under age 30. We fare no better with depression: 28% of us report current, ongoing depression, compared with 8% of the general population. And over the course of a career, 61% of lawyers reported concerns with anxiety at some point in their careers and 46% reported concerns with depression. And the study found that lawyers are less likely to seek help, in part because of concerns about confidentiality. In a 2012 analysis, the U.S. Centers for Disease Control and Prevention identified the legal industry to have the 11th-highest incidence of suicide among professions.

In the plenary session of the National Conference of Bar Presidents, a speaker reminded all in attendance that these statistics are not just numbers; they represent people, and there are far fewer than the famed six degrees of separation between any one of us and the insidious diseases of depression, anxiety and substance abuse. By show of hands, nearly every conference attendee knew at least one attorney who had struggled with mental health issues or substance abuse, even in some cases to the point of attempted or successful suicide attempts. The problem among our profession is not with 'the other;' it hits close to home.

The reasons for such an increased prevalence in the legal profession are not clear, and causes are roundly debated. But whether responsibility lies with the stress of our job duties or with an adversarial system of justice, or whether we are a self-selected cohort (meaning that people prone to high-stress responses are those who choose to pursue legal careers in the first place), the effect is no less dramatic. We as a profession have identified a problem, and we as a profession must undertake a solution. Bar associations can help. Just over a year ago, the Bar Association of Baltimore City's quarterly publication of *The Barrister* devoted an issue to Health and Wellness. The BABC's Health and Wellness Committee, this year chaired by Alison Schurick and Lydie Glynn, has undertaken programming to promote exercise and healthy living while developing camaraderie among members of the Bar. The BABC's efforts coordinate with those of larger associations, including the ABA, whose Working Group to Advance Well-Being in the Legal Profession developed a seven-point pledge for legal employers to promise to take specific steps to raise awareness and improve lawyer well-being, and the MSBA, which maintains a Lawyer Assistance Program – a free, confidential non-profit counseling program for judges, lawyers, and other legal personnel. But beyond formal programming, bar associations offer attorneys and judges an opportunity to connect with each other, to escape the isolation that inevitably accompanies a profession that has become increasingly dependent upon electronic communications and "screen time." Bar association social and professional events give us the opportunity to connect with each other, to commiserate with others who actually do understand what it is like to prepare for and try a three-week trial, and to lighten the burden of our responsibilities.

Bar associations promote professionalism and mutual respect among opposing counsel, hopefully relieving some of the natural stress of the adversarial interactions that are integral and necessary to our justice system. The bar association offers a network of support, and in the Bar Association of Baltimore City, a lawyer can almost always find a sympathetic ear. The Hazelden Betty Ford study's 2016 statistics remain a wake-up call. We cannot expect to change the entire profession overnight, but through our Bar Association work we can continue to support our colleagues on the Bench and in the Bar, and we can begin to heal, one lawyer at a time.



*The Baltimore Bar  
Foundation, Inc.*

*cordially invites you to*

# *Spaghetti Opera Night*

Thursday, March 28, 2019

Chiapparelli's Restaurant  
237 S. High Street, Baltimore, MD 21202

6:00 p.m. Cash Bar    7:00 p.m. Dinner & Opera

Featuring Live Operatic Arias by Peabody Artists as you dine.

\*Tickets are \$85 per person (guests invited) and include:

Appetizer

Salad

Choice of Entree

Dessert

Wine, Soft Drinks, Coffee & Tea with Dinner

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\*The value of the dinner ticket is \$40 and is not deductible as part of your charitable donation.  
The balance may be deductible for tax purposes. Please consult your tax advisor.

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Financial information is available through the Baltimore Bar Foundation, Inc., and can be obtained for the cost of reproduction and postage.

# Young Lawyers' Division Report

By Divya Potdar, Esq. • Chair



The YLD Council is comprised of eager and hardworking volunteers who work tirelessly to organize monthly events for the membership. Almost every one of our committees hit the ground running after the holidays and planned an event in January. The Health & Wellness Committee organized a Zumba class on January 14, at City Fit Gym. On January 16, Judge Nicole Taylor spoke about 'Putting on Your Case: Elements and Evidence in Civil and Criminal Cases' at the CLE Committee's 'Breakfast With The Bench' series. On January 30, Judge Mark Scurti, Judge Joan Bossman Gordon, and Dr. Brian Lerman discussed the fundamentals of personal injury cases in the CLE Committee's 'How to Survive' lecture series. The event was sold out despite the polar vortex! The evening was co-sponsored by the MSBA YLS Education Committee and entailed an engaging conversation among members of the bench, bar, and a medical provider experienced in biomechanics of traumatic injuries.

The YLD Public Service Committee volunteered at The Teacher Supply Swap on January 19 along with the Government and Public Interest Lawyers Committee of the BABC. The YLD Membership Committee organized another successful happy hour on January 23 at Spirits of Mt. Vernon. Financial Planner, Aaron Kelly, of Academy Financial graciously sponsored the event.

Finally, the YLD Nominating Committee interviewed almost a dozen candidates

for YLD Officer and Council positions. The Committee is comprised of Kerri Smith, Nathaniel Risch, Michael Hudak, Eleanor Dayhoff-Brannigan, Aaron DeGraffenreidt, Sarah Belardi, and Angela Pallozzi. The Nominating Slate for 2019-2020 is as follows: Chair-Elect: Lauren Lake (Gordon Feinblatt, LLC) Treasurer: Alan Dunklow (Office of the Attorney General) Secretary: Samuel Pulver (The Yost Legal Group)

## Young Lawyers' Division

Elected Member: Sara El-Shall (Kadish and Kadish, P.C.) Members-At-Large: Natalie Amato (Baltimore City Law Department), James Robinson (Brady Fischel & Daily, LLC), Bryan Upshur (Office of the Attorney General) Current Chair-Elect, Joseph Pulver (Office of the Attorney General), will serve as Chair of the Young Lawyers' Division during the next bar year. The By-Laws of the YLD provide that any Division member may seek a nomination to any one or more of the positions stated above, provided that the member submit to the Nominating Committee, a petition of nomination which shall be signed by not less than 15 members of the Division. Petitions are available at BABC headquarters and need to be returned to the BABC headquarters within the time allotted by the By-Laws.

# Q&A with Divya Potdar

*Chair of the Young Lawyers' Division and Principal, Diva Law, LLC*

***Why did you choose a career in the law?***

I wanted to help people when they are at their most vulnerable point. Medical school takes too long and I can't stand the sight of blood!



***What was your path to starting your own firm Diva Law, LLC?***

My entire legal career has entailed working at small/solo personal injury firms. My first job after law school was working as an associate for a solo attorney who litigated personal injury cases. After about a 9 month stint there, I found a job closer to home and worked as a litigation associate for another solo attorney for 5 years. Working with other solos gave me an insight on all the different hats worn by a business owner, employer, and lawyer. I was able to take all the experience gained over the span of almost 6 years and start my own firm.



***What challenges did you face in starting your practice?***

Besides dealing with the installation of phones, internet, buying furniture, opening up bank accounts, making sure mail got forwarded, and other administrative challenges? Lack of support staff was probably the biggest challenge.



***What do you like most about having your own practice?***

I'm my own boss!



***Have you found mentors in other solo or small firm practitioners? How?***

Yes. I've been fortunate enough to receive lots of great advice from other solos on various topics such as case management software, payroll companies, and handling employee issues.



***What did you not anticipate or what do you wish you knew before you had started your firm?***

So many taxes to pay, checks to write, and bank accounts to reconcile!



***As chair of the Young Lawyers' Division, what are your goals for your term?***

At this point I am more than halfway through my year as chair of the YLD. This bar year has been exceptionally successful thanks to the committee chairs who serve on the YLD Council. I am especially proud of all the educational programming we have offered this year and the various free (or very inexpensive) health and wellness activities we have organized. My goal is to continue doing more of the same and then pass the baton in May.



***How can the bar association best meet the needs of new attorneys?***

The bar association provides a great way for new attorneys to network with other lawyers from all different practice areas and firm sizes. I am a first-generation lawyer in my family. I also live half-way across the world from most of my family. The bar association has provided me with a large, local, legal family.



***How do you overcome being isolated as a solo practitioner?***

Go to bar association events! Also join a bar association or group that focuses on your practice area. Being a solo practitioner means you don't have a boss or co-worker to bounce ideas off, don't have access to a document bank for pleading samples/letters, etc. Joining a specialty bar allows you to seek advice from other attorneys who practice the same type of law as you.



***What is your advice for new attorneys interested in starting their own firm?***

It's not for the faint of heart. It takes hard work, dedication, and passion. If you're not passionate about what you do, you may regret the decision. Consider sharing office space if that is an option. It can cut down on your overhead and if you rent space from an established attorney, you could learn a thing or two about starting your own practice.



The Bar Association of Baltimore City's  
Young Lawyers' Division's Continuing Legal Education  
& Membership Committees



Present

## Financial ABCs for the Young Lawyer

Wednesday, March 27, 2019

5:00 p.m.

QG

31 S. Calvert Street  
Baltimore, MD 21202



Join the YLD's CLE & Membership Committees and certified financial planners from Morgan Stanley to get personal about your financial goals. Learn about how to protect your financial future, including great tips about taking on your first mortgage, managing student loan debt, assessing employer benefits packages, planning for your child's college fund, and more!

### Guest Speakers

**John Magiros** | CFP, First Vice President, Financial Advisor, Family Wealth Director

**Matthew J. Riggan** | CFP, Financial Advisor, Financial Planning Specialist

Light Refreshments Provided.

Admission is **FREE** for BABC members. Non-members - \$40

Space is Limited – Register Early! BABC Members may RSVP to [info@baltimorebar.org](mailto:info@baltimorebar.org).  
Non-members may register by going to [www.baltimorebar.org](http://www.baltimorebar.org).

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**The BAR ASSOCIATIONS OF**  
**BALTIMORE CITY, BALTIMORE, CARROLL, HARFORD & HOWARD COUNTIES**  
**Family Law Committees**

*Multi-Jurisdictional Family Law Judges Panel & Dinner*

**Wednesday, April 17, 2019**

**5:30 p.m. Cocktails; 6:30 p.m. Dinner/Program**

Hon. Kendra Y. Ausby, Circuit Court for Baltimore City  
Hon. Ruth Ann Jakubowski, Circuit Court for Baltimore County  
Hon. Fred S. Hecker, Circuit Court for Carroll County  
Hon. Angela M. Eaves, Circuit Court for Harford County  
Hon. Mary M. Kramer, Circuit Court for Howard County

**PROGRAM CHAIRS** Mollie G. Caplis, Esq. & Alaina Storie, Esq.  
**LOCATION** Woodholme Country Club, 300 Woodholme Avenue,  
Pikesville, MD 21208 (*Valet parking available*)  
**COST** \$65 per person  
Registration will include full dinner and non-alcoholic  
beverages. Cash bar available.

Join us for the second annual multi-jurisdictional Family Law dinner. This year's topic will be The High Conflict Case. Members of the Family Law Committees from Baltimore City, Baltimore, Carroll, Harford, and Howard Counties are invited to hear the panel of distinguished judges speak about DCM plans, special assignments, BIA appointments, custody evaluations, and also how a BIA, custody evaluation, substance abuse assessment, etc. play a part in the Court's ruling. Specific, anonymous, questions can be sent to Mollie Caplis at [mcaplis@weslaw.com](mailto:mcaplis@weslaw.com) to be submitted to the panel.

---

***Multi-Jurisdictional Family Law Judges Panel & Dinner – April 17, 2019***

\*Menu Choice: \_\_\_ Beef, 12oz. New York Strip Steak  
                  \_\_\_ Horseradish Crusted Salmon, Lemon Beurre Blanc  
                  \_\_\_ Eggplant Parmigiana

*\*All Entrées Will be Accompanied by Salad, Garlic Whipped Potatoes and Steamed Vegetable Medley, and Dessert*

Attendee Name(s) \_\_\_\_\_

Telephone \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ City, State, Zip \_\_\_\_\_

**Please provide the name of your local Bar Association** \_\_\_\_\_

**Total Amount Enclosed/To Be Charged \$** \_\_\_\_\_

Please return this form, with a check or credit card information, to the Bar Association of Baltimore City, 111 N. Calvert Street, Suite 627, Baltimore, MD 21202.

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# How a New Solo Can Put the Cart Before the Horse

By Mary T. Keating, Esq.

When I first started out as a lawyer, and later when I became a solo, the standard advice I got for building a practice was to develop a reputation in some niche. Don't be a generalist, they said; get yourself known as an expert in some specific area. Then referrals will come your way. This is even more likely when other lawyers recognize that, since you only take certain kinds of cases, you will be more likely to refer out cases in areas outside of your practice area.

Now I agree with the advice not to be a generalist. In my case, at least, I recognize that I cannot be well-versed in everything, or even many things. So that part was easy. But the core advice was more difficult to follow: become known in an area. How are you supposed to do that?

To get clients, you need experience. To get experience, you need clients. Chicken/egg; cart/horse. Though there are refer-

ral opportunities, such as the Lawyer Referral and Information Service of the Bar Association of Baltimore City, that can drive clients your way, even there, you need experience to sign up to take those cases.

Let me suggest the many-faceted benefits of pro bono work. First, the warm and fuzzies: pro bono service improves the world. Your skills, literacy, education, and bar license can completely transform someone's situation. That someone may not have many options without legal help, regarding the most important aspects of life: housing, employment, or child support. You will also help the court system, burdened by pro se litigants who can seldom advocate effectively for themselves,

*Continued on pg 11*

## The McCammon Group is pleased to announce our newest Neutral

### Hon. Patrick L. Woodward (Ret.)

Retired Chief Judge, Court of Special Appeals of Maryland

The Honorable Patrick Woodward recently retired as Chief Judge of the Court of Special Appeals of Maryland after thirteen years of distinguished service as an Associate Judge and Chief Judge on that court. He previously served as an Associate Judge on the Circuit Court for Montgomery County and as an Associate Judge on the District Court of Maryland for Montgomery County. Before his judicial service, Judge Woodward enjoyed a successful law practice in Maryland and DC. He is a two-time Recipient of the Outstanding Jurist Award from the Montgomery County Bar Association and the 2018 Recipient of the Beverly Groner Family Law Award from the Family and Juvenile Law Section of the Maryland State Bar Association. Judge Woodward now brings this exemplary record of dedication and leadership to The McCammon Group to serve the mediation and arbitration needs of lawyers and litigants in Maryland, DC, and beyond.



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and usually take longer to try to present their cases than represented parties.

But in addition to the glow of doing good, you can do yourself and your practice plenty of good by engaging with pro bono service providers. I recently completed a 12-year term on the board of the Maryland Volunteer Lawyers Service, and so am familiar with what it does to support lawyers who offer their time for low to moderate income Maryland citizens. Other pro bono service providers may have similar offerings.

MVLS is oriented to the needs of small firm and solo practitioners, who typically are more likely to provide pro bono help. For example, it posted an hour long presentation on you tube, accessible from the MVLSlaw.org website, called Prepping for Success — Leaping Common Hurdles in Solo Practice. This seminar addresses a myriad of topics, from escrow accounting to marketing.

MVLS holds frequent seminars on practice topics such as foreclosure, tax sales, wills and estates, family law, expungements, and bankruptcy. The price of this legal education is minimal — you agree to take a case or participate in a clinic. The seminars are available in person, but many also are available online, so you can view them when and where you want. Then you accept representation of a client in that area. During the case, MVLS offers mentors if you need to talk out an issue, and has malpractice insurance.

If you decide to commit to just one seminar, you walk away with practical knowledge, forms, and the phone number of the teacher to ask further questions. Then you handle a case for someone in need, or prepare a will. Do it a few more times, and learn as you go. It's also worth noting that while you are learning, you are free of worry that you are billing too much on one case for the client's budget.

What's in it for you? Well, now you have some experience, you are gradually on the path to becoming an expert. Maybe a judge took note of your handling a pro bono case and you got some intangible boost to your reputation. If you worked in a clinic for an afternoon, maybe you met some other lawyers with similar interests in giving back, and you added to your network. Maybe you got some experience explaining in simple terms some arcane topic, such as how collection procedure works, or how an estate is administered, to a lay person. And though a pro bono client can't pay you, nothing stops them from giving you high marks on yelp, a testimonial on your website, on avvo, or on facebook. MVLS also highlights pro bono volunteers on facebook and at volunteer recognition ceremonies, and reports to the local administrative judge the names of those who accepted pro bono cases. It all helps.

But let's not forget that you also helped a specific client, one who may know people who don't need a lawyer to work for free. Can the pro bono client's cousin in need of a will be charged market rates? Now you are getting some real clients, people you would not have met except for your pro bono

work. If you learn landlord-tenant work by representing tenants trying to get their security deposit or avoid eviction, you are amassing enough knowledge to represent landlords or tenants in the next (paying) case.

In addition, MVLS has a certain number of "low-bono" opportunities in the family law area. Under the Judicare program, funded by the court system, certain divorce and contested custody cases can net a lawyer up to \$3,000 at the rate of \$100 per hour. There are other such opportunities for translating pro bono work into non-pro bono work. For example, I am the project director of the Women's Law Center's Employment Law Hotline. Hotline volunteers take calls about employment for three and a half hours on a Tuesday. Callers with potentially meritorious cases are offered to the volunteer panel (although the volunteer gets first crack at one case).

Ideally, all Maryland lawyers give some amount of time to pro bono work. The aspirational goal is 50 hours per year. The ancillary opportunities to a new lawyer or a lawyer looking to expand the areas of expertise, though, should be recognized. Raise your professional profile, and add to your bottom line at the same time.

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# 5 Networking Tips

By Julius M Blattner, Esq. • Chair, Solo and Small Firm Practitioner Committee

Attending networking events is an important part of growing your practice. I have heard a number of stories about attorneys who have signed major clients by meeting the right person at the right time in the right place. Networking events are a great way to meet other professionals who are also looking to build mutually beneficial relationships. These events can be particularly difficult if your networking experiences have been uncomfortable or awkward. Provided are some helpful tips.

**1) Attend the event** – Sometimes the hardest part of networking is actually going to the event. After a long day of work, it is easy to find reasons not to go. You are more likely to attend an event if you commit to attending one event a week or two to three a month, if you add the event to your calendar, and RSVP if required.



**2) Bring a friend or colleague** – Having a friend or colleague go with or meet you at a networking event not only increases the likelihood that you will attend, but also decreases the anxiety of not knowing anyone at the event. Going to a networking event where you don't know anyone can be uncomfortable.



**3) Find someone you know** – Whether or not you are able to bring a friend, you want to be able to locate someone you know. It is best to arrive at the networking event fashionably late to allow more people to arrive. Once you arrive, scan the room for someone you know. Networking events are a lot less awkward if you see someone you know, but try not to cling to the one person you know as that could be uncomfortable or awkward to that person.



**4) Ask for an introduction** – Meeting other people is a lot easier when someone you know makes the introduction. You can ask the person you know if they would be willing to introduce you to someone they know. If you go to a networking event, make it a goal to meet someone new.



**5) Ask open-ended questions** – If you are uncomfortable speaking to people you just met or have difficulty coming up

with things to talk about, ask open-ended questions about the person. People generally enjoy talking about themselves or their kids, so if you can get someone to talk about himself or herself, then it helps ease the burden of having to come up with your own material.

You never know who you may meet at a networking event. The more you go, the more likely people will remember you.

*Julius M. Blattner is a solo practitioner with an office located in Towson, Maryland. He primarily practices in the areas of divorce and custody law. He also serves as a Judge Advocate in the Maryland Army National Guard. Mr. Blattner has been in practice since 2012.*



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PROFESSIONALISM  
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JUSTICE



## **YLD Breakfast with the Bench**



**The Honorable Hope Tipton**

*Magistrate, Family Division, Circuit Court for Baltimore City*

# **Best Practices When Appearing Before a Family Division Magistrate**

Tuesday, April 23, 2019  
Whiteford, Taylor & Preston, LLP  
7 St. Paul Street, 19th Floor  
Baltimore, Maryland 21202  
8:00 – 9:00 a.m.

Join Magistrate Hope Tipton as she talks about decorum and procedure when appearing before a family magistrate.

Admission is **FREE** for BABC members

Non-members - \$40

Continental Breakfast provided.

Space is Limited – Register Early!

BABC members may register by e-mailing [info@baltimorebar.org](mailto:info@baltimorebar.org)

Non-members may register online at [www.baltimorebar.org](http://www.baltimorebar.org),  
or call 410-539-5936



*of* **BAR ASSOCIATION**  
**BALTIMORE CITY**

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COMMUNITY SERVICE  
JUSTICE

Dear Member:

The Nominating Committee of The Bar Association of Baltimore City, comprised of Charles M. Blomquist, Chair, Robert D. Anbinder, Joshua L. Caplan, Hon. Lynn Stewart Mays, Joseph A. Pulver, Hon. Michael W. Reed, and Kerri L. Smith nominates and recommends the following members of the Association for election to the offices and positions set opposite their names for 2019-2020:

President-Elect	Darren L. Kadish
Vice President	Hon. Anthony F. Vittoria
Treasurer	Michelle K. Wilson
Secretary	Myshala E. Middleton
Elected Members	Mary Cina Chalawsky Teresa Epps Cummings Ryan R. Dietrich

The Honorable Dana M. Middleton, the current President-Elect of the BABC, assumes the office of President at the Association's Annual meeting to be held on May 30, 2019.

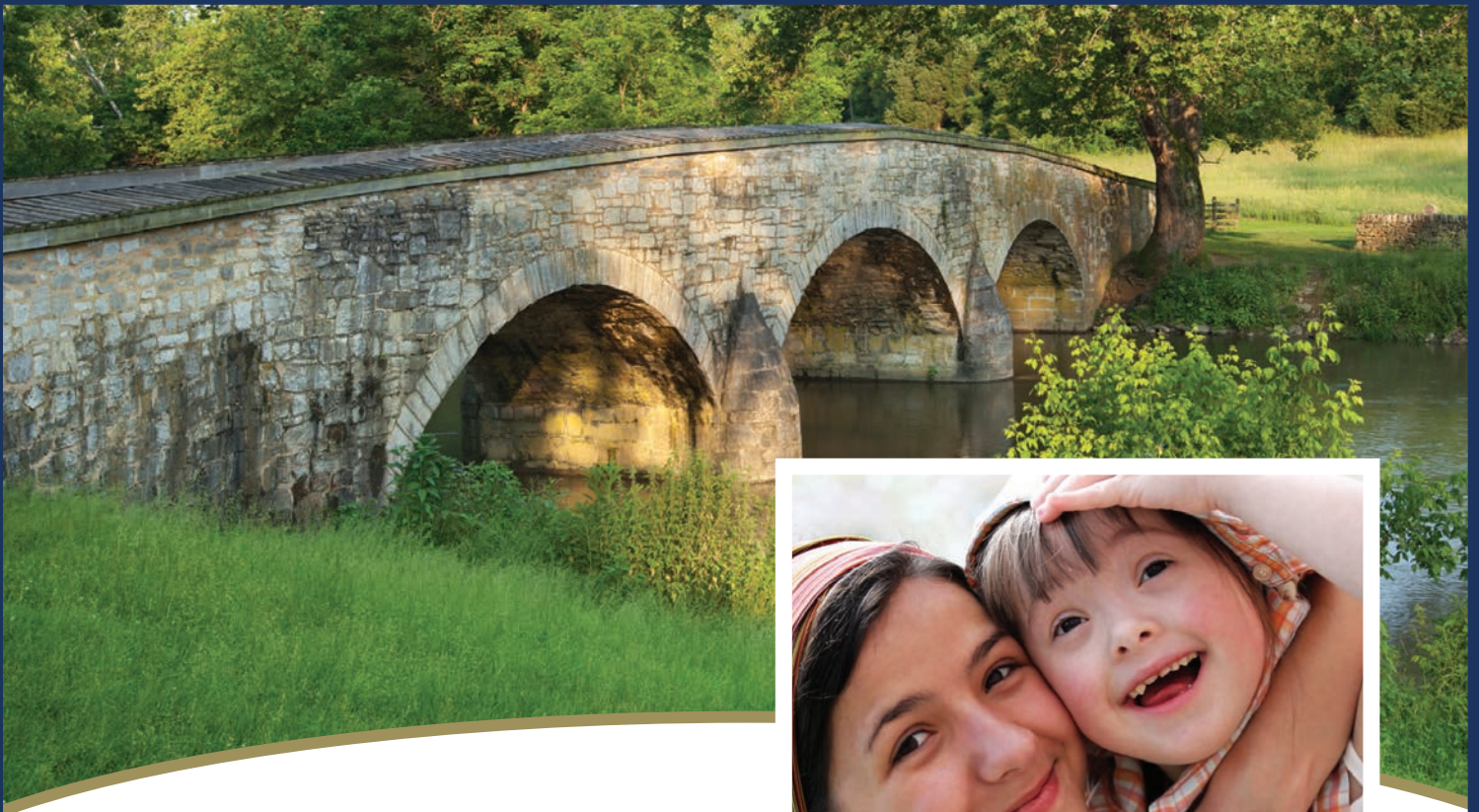
The Committee also nominated and recommends the following members of the Association to serve on the Board of Governors of the Maryland State Bar Association for the First District (Baltimore City) for a two-year term beginning June, 2019:

Damien R Banks  
Kelly Hughes Iverson  
Cynthia L. Leppert  
Divya Potdar

In accordance with Article XI, Section 2, of the Association's bylaws, in addition to the nominations made by the Nominating Committee, 15 or more members of the Association may nominate candidates for any one or more of the above Bar Association of Baltimore City offices, provided such nominations be in writing and received by the Secretary of the Association, at Association headquarters, no later than Friday, March 15, 2019. Such written nominations must contain the name and written consent of each such candidate, must designate the office or offices for which such candidate is being nominated, and must be signed by the members of the Association making such nominations.

Nominations for a position on the Board of Governors of the Maryland State Bar Association, other than those nominated by the Nominating Committee, will be made in accordance with the procedures of the Maryland State Bar Association. The Young Lawyers' Division representatives on the BABC Executive Council are nominated and elected exclusively in the manner prescribed in the Bylaws of that Divis

Michelle K. Wilson  
Secretary



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## The Next Best Thing to Personal Referrals? Client Reviews and Testimonials

By Julius M Blattner, Esq. • Chair, Solo and Small Firm Practitioner Committee

One of the questions I am frequently asked is how do I find my clients. A better question may be how do my clients find me. According to a survey in 2014 conducted by Findlaw.com and Thomson Reuters, 28% of people surveyed said that they would use the Internet to help them find an attorney. More and more people are searching for attorneys online. Whether or not potential clients can find you online is a topic for another article.

When clients do find you online, they are more likely to hire you over other attorneys if you have positive client reviews. According to a recent survey conducted by Findlaw.com and Thomson Reuters, two-thirds of people surveyed said they would be more likely to hire attorneys with online reviews. A 2015 survey conducted by BrightLocal.com reveals that 80% of people will trust online reviews as much as personal recommendations.

A positive client review acts as an endorsement and recommendation every time a potential client finds you online and is available to the public indefinitely.

If you want to multiply and grow your client base, then ask your satisfied client to leave you a review. You can ask for client reviews on websites such as Lawyers.com, Avvo, Yelp, Google, Bizrate, Angie's List, Thumbtack and other similar listings where potential clients may find you.

Also, remember that clients with negative experiences are likely to post negative reviews. One negative review can undo the benefits of many positive reviews. In the same token, you do not want to have clients telling all their friends and family how terrible an experience they had with you as their attorney. These unsatisfied clients could be poisonous in your efforts to build your reputation and client base.

In my practice, the best source of clients is through personal referrals. Prospective clients referred through other attorneys, friends or former clients are more likely to retain your services than those who are calling the first attorney that pops up during an online search. But because many people do search for attorneys on the internet, you can

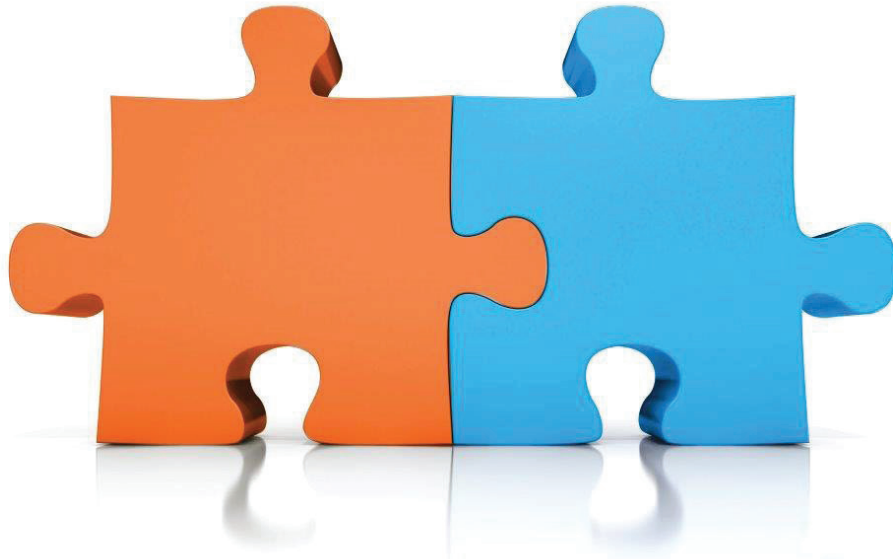
increase your likelihood of retaining prospective clients who find you online by obtaining reviews and testimonials. These reviews and testimonials, commonly referred in the marketing world as social proof, aids prospective clients in determining who to hire. In this day and age, we also look to reviews to determine which restaurants to patronize, which items to buy, and which movies to see. So, if we use social proof to make decisions in our own lives, why not leverage that same powerful tool to generate more clients?

Even if you do not own your own business, self-marketing is very important to your future success. Asking your clients for positive reviews will only improve your ability to sign clients which in turn increases your value to your firm.

*Julius M. Blattner is a solo practitioner with an office located in Towson, Maryland. He primarily practices in the areas of divorce and custody law. He also serves as a Judge Advocate in the Maryland Army National Guard. Mr. Blattner has been in practice since 2012.*



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Dear YLD Member:

The Nominating Committee of the Young Lawyers' Division, comprised of Kerri L. Smith, Chair, Sarah P. Belardi, Eleanor Dayhoff-Brannigan, Aaron DeGraffenreidt, Michael R. Hudak, Angela Pallozzi, and Nathaniel Risch, has considered applicants for 2019-2020 Division Officers, Elected Member, and Members-At-Large and has submitted its nominating slate. In accordance with the By-Laws of the Young Lawyers' Division, you are hereby given notice of the nominations of the Nominating Committee:

Chair-Elect	Lauren E. Lake
Treasurer	Alan J. Dunklow
Secretary	Samuel R. Pulver
Elected Member	Sara El-Shall
Members-at-Large	Natalie Amato James Robinson Bryan Upshur

Current Chair-Elect, Joseph A. Pulver, will serve as Chair of the Young Lawyers' Division in 2019-2020.

The By-Laws of the Division provide that any Division member may seek a nomination to any one or more of the positions stated above, provided that the member submit to the Nominating Committee a petition of nomination which shall be signed by not less than 15 members of the Division. Petitions are due at Association headquarters no later than 4:30 p.m. on Friday, March 15, 2019. Nominating petitions are available at Association headquarters.

Lauren E. Lake  
Secretary

WOMEN'S  
HISTORY  
MONTH

# Walking Tour



## Want to Help Keep Legal History alive at the Museum of Baltimore Legal History?

Then consider donating to the Museum of Baltimore Legal History's 2018-19 Renovation Campaign by helping them meet their \$60,000 capital improvement goal. Funds donated will go towards: making the Museum ADA compliant, updating exhibits on Women, African-Americans and Legal Legends, adding exhibits on other minority lawyer groups and removing standing exhibits to replace them with digital/interactive ones. All donations will be recognized electronically inside the museum, and all donations of \$500 or more will be recognized permanently on the outside of the Museum.

Please send checks made payable to:

**Courthouse and Law  
Museum Foundation  
c/o Marc P. Blum, Esq.,  
233 East Redwood Street  
Suite 100  
Baltimore, MD 21202**

make sure to designate your check to the "Baltimore Legal Museum Renovations"

The Courthouse and Law Museum Foundation is a 501(c)(3) nonprofit and your gift may qualify as a charitable deduction for federal income tax purposes. Donors should consult with their tax advisers or the IRS to determine whether their contribution is deductible.

## Walking Tour at Green Mount Cemetery Final Resting Place of Many Famous Women in History

**Saturday, March 30, 2019  
Green Mount Cemetery  
1501 Greenmount Ave  
Baltimore, MD 21202  
1:00 p.m.**

We are pleased to offer again this year the very popular tour of the Green Mount Cemetery to visit the final resting place and hear of the history of some of the famous women buried there. The Green Mount Cemetery opened in 1839 as the city's first urban-rural cemetery. Green Mount is the final resting place of Johns Hopkins, Mary Elizabeth Garrett, Enoch Pratt, William and Henry Walters, Betsy Patterson Bonaparte, Arunah Abell, Moses Sheppard, Isaac Emerson, Albert Ritchie, Theodore McKeldin, Robert Oliver, Harriett Lane Johnston, William Henry Rinehart, John H. B. Latrobe, A. Aubrey Bodine, Walter Lord, John Wilkes Booth, and many more.

The length of the tour is approximately one hour.

**Space is limited to 20 participants – register early!\***

Participants need to be able to navigate the tour independently as we will be walking on paved paths but also through the grass and steps of the grave yard. Wear comfortable shoes and bring your camera! Parking is available inside the cemetery.

Enter through the main gate and you will be directed where to park.

The registration fee for the tour is \$15.

Register now online at [www.baltimorebar.org](http://www.baltimorebar.org).

*\*Guests are welcome, but limited to one per paying member.  
Ticket price for guest is also \$15.*

**The Women's History Month events are sponsored by  
The Historical Committee of the Bar Association of Baltimore City  
Monumental City Bar Association  
The Library Company of the Baltimore  
Women's Bar Association of Maryland**

# YLD CLE – How to Survive: What They Don't Teach You in Law School About Trial Practice

November 28

A full house at the YLD trial practice program on November 29. Thank you Judge Mays for a great presentation!





# New York City Bus Trip

December 1

A great time was had by all at the Bar Association of Baltimore City, Alliance of Black Women Attorneys, and Baltimore Carroll Chapter of the Women's Bar Association's annual bus trip to NYC. What a wonderful day in the Big Apple!!



# Supreme Court Group Admission

December 3

BABC's group admission to the Supreme Court was held on December 3. Congratulations to our new admittees to the Court: Serra Aygun; Craig Brodsky; Lee Carpenter; Anne Deady; Lauren Deutch; Barbara Greene; Gary Herwig; Cathleen Opel; Eric Steiner; Lindsey Thomas; and Mark Yost, Jr. President Kelly Iverson moved the admission of our group.







# BABC's 84th Annual Holiday Party

December 6

The Bar Association of Baltimore City's 84th Annual Holiday Party, held on Thursday, December 6 was a wonderful evening! Thank you to all who attended to celebrate the holidays with us!







# YLD Mock Trial Program with Francis Scott Key & Highlandtown Elementary/Middle Schools

December 11

The YLD Public Education Committee organized another successful mock trial between Francis Scott Key and Highlandtown Middle Schools on Tuesday, December 11. Thank you to Judge Middleton for presiding over the trial and to Judge Panos and Letam Duson for speaking to the students during lunch. A huge thank you to all the volunteers who went into both classrooms every week and worked tirelessly to prepare the students!



# YLD Annual Holiday Party for Children Living in Shelters

December 11

With approximately 90 volunteers and 150 children and their families, the YLD Public Service Committee planned and executed another wonderful Holiday Party for Children Living in Shelters on Tuesday, December 11. Thank you to all who donated their time and money for this event.



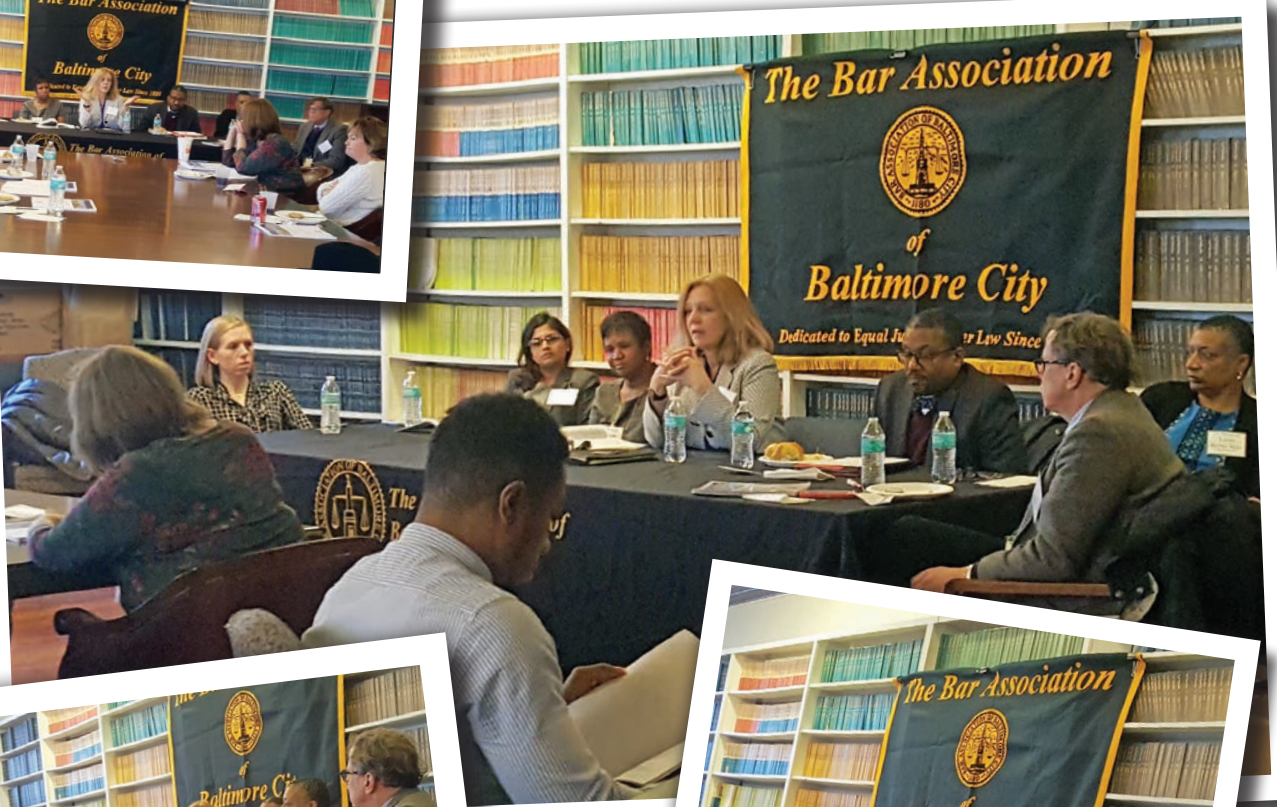


# BABC Leadership Open House

January 11

Thanks to all who came to this year's BABC Leadership Open House on Friday, January 11.  
Great panelists and wonderful questions by those who attended.







# YLD Breakfast with the Bench with The Honorable Nicole Taylor

January 30

We had a packed house for the YLD's Breakfast with the Bench with Judge Nicole Taylor on January 30. Thank you to all who came and participated.



# YLD CLE How to Survive: District Court Torts

January 30

YLD CLE Committee's How to Survive: District Court Torts was a huge success. Thank you to our esteemed panelists for participating and the MSBA YLS Education Committee for your sponsorship.



# CLE Medicare Perils and Pitfalls: Protecting Your Clients & Yourselves During the Settlement Process

February 13

A great turnout for our CLE on Wednesday, February 13 on Medicare Perils and Pitfalls: Protecting Your Clients & Yourselves During the Settlement Process. Big thank you to Synergy Settlement for making this event possible, as well as our Personal Injury Litigation Committee Chair, Alison Kohler, for organizing and moderating the program.



# Black History Month Program: The Importance of Minority & Specialty Bar Associations in the Legal Profession

February 19

The Bar Association of Baltimore City, Alliance of Black Women Attorneys, Monumental City Bar Association, and the Library Company of the Baltimore Bar's annual joint Black History Month Program was held on Tuesday, February 19 in the Clarence Mitchell Courthouse before a full house. This year's topic was "The Importance of Minority & Specialty Bar Associations in the Legal Profession." Special thanks to Elva Tillman, BABC's Historical Committee Chair, and to our distinguished panel: The Honorable Sidney A. Butcher, District Court of Maryland for Anne Arundel County; Aaron DeGraffenreidt, Esq., Baltimore City Department of Law; Letam Duson, Esq., The Carter Law Offices, LLC; The Honorable Donna Hill Staton, Co-Founder, Decision Point Strategy Group & Point Law; Jeanne D. Hitchcock, Esq., Special Advisor, Johns Hopkins University and Medical Systems; Patrick A. Roberson, Esq., Humphreys, McLaughlin & McAleer, and The Honorable Lynn Stewart Mays, Circuit Court for Baltimore City, program Moderator. We thank former Chief Judge Robert M. Bell for reporting on the exciting renovations coming to the Museum of Baltimore Legal History!



# LAW DAY 2019

Senior Legal Services 28th Annual Law Day for Seniors

April

13

2019

## PRESENTATIONS

Financial Scams Targeting Seniors  
Grandparents Rights  
Avoiding Guardianship  
Vacant Home Community Resources  
Estate Administration  
Home Preservation Project

## BACK FOR ANOTHER YEAR!

Baltimore City Health Department  
Division of Aging and CARE services --  
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Popular "Ask an Attorney"  
Q&A Panel

Senior  
Legal  
Services



The Bar Association of Baltimore City | Baltimore Bar Foundation, Inc.

## PLACE

New Psalmist Baptist Church  
6020 Marian Drive  
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## TIME

Events will take place from  
8:00am - 2:30pm

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## RSVP

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To RSVP, Please  
Call (410) 396-1322 or  
Email [slsinfo@baltimorebar.org](mailto:slsinfo@baltimorebar.org)

# Welcome New BABC Members!

Joined November 2018-January 2019

Tina Jasmine Azarvand .....Law Student  
 Lourdes S. Eliacin-Mars .....Law Student  
 Michael Cosmo Fiorenza, Esq. ....Regular Member  
 Beilul Ann Golfin, Esq.....Regular Member  
 Reagan Y. Greenberg, Esq. ....Regular Member  
 Aaron J. Greenfield, Esq. ....Regular Member  
 Robert Hockenbury .....Law Student  
 Jonathan Taylor Huddleston, Esq.....Regular Member  
 Ada Husten, Esq.....Regular Member  
 Kiria Pamela Abreu Jimenez .....Law Student  
 Charles R. Kassouf, Esq.....Regular Member  
 Steffani Lyn Langston, Esq. ....Regular Member  
 Kelley McAlister, Esq.....Regular Member  
 Christopher O’Meara , Esq.....Regular Member  
 Juan Carlos Puga Nieto .....Law Student

Katherine Rodriguez, Esq. ....Regular Member  
 Chloe Romanowski, Esq.....Regular Member  
 Marley Rydelek, Esq.....Regular Member  
 Gita F. Sankano, Esq.....Regular Member  
 Pete Thomas Saquella, Esq. ....Regular Member  
 Erica Ann Schultz, Esq. ....Regular Member  
 Benjamin A. Schwartz, Esq. ....Regular Member  
 Ashley Nicole Simmons, Esq. ....Regular Member  
 Adam Dean Snyder, Esq. ....Regular Member  
 Michael Spanos.....Law Student  
 Ashley N. Sudberry, Esq.....Regular Member  
 Jessica L Walsh .....Law Student  
 Randy Waugh .....Business Affiliate Member  
 Rebecca Woods, Esq. ....Regular Member

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 Executive Director, Maryland Legal Aid

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# Circuit Court for Baltimore City Assignment of Judges

Court	Assignment	Judge	CR / Chambers	Telephone
Admin	Judge At Large	Judge W. Michel Pierson, AJ	234E/208E	396-4916 & 4917
Part 1	Civil	Judge Jeannie J. Hong	236M/234M	396-5140 & 5141
Part 2	Criminal	Judge Melissa K. Copeland	464M/462M	396-5076 & 5077
Part 3	At Large	Judge W. Michel Pierson	234E/208E	396-4916 & 4917
Part 4	Juvenile	Judge Emanuel Brown, JICJ	A3401 (C-2)	443-263-2796
Part 5	Criminal	Judge Yvette M. Bryant	230E/252E	396-5102 & 5103
Part 6	Civil	Judge Gregory Sampson ***	417M/407M	396-5070 & 5071
Part 7	Civil	Judge Pamela J. White	428M/426M	396-5056 & 5057
Part 8	Domestic	Judge Dana M. Middleton	F-1/122E	396-5090 & 5091
Part 9	Criminal	Judge Wanda K. Heard, CJ	600M/642M	396-4918 & 4919
Part 10	Civil	Judge Jeffrey Geller	330E/330E	396-5008 & 5009
Part 11	Criminal	Judge Lynn Stewart Mays	228E/214E	396-5052 & 5053
Part 12	Criminal	Judge Charles J. Peters	404E/406E	396-5080 & 5081
Part 13	Civil	Judge Michael DiPietro	420M/424M	396-5060 & 5061
Part 14	Civil	Judge Althea M. Handy	523E/529E	396-5054 & 5055
Part 15	Criminal	Judge Christopher L. Panos	329E/329E	396-5062 & 5063
Part 16	Criminal	Judge Timothy Doory	400M/466M	396-5112 & 5113
Part 17	Civil	Judge Philip S. Jackson	636M/636M	396-5066 & 5067
Part 18	Juvenile	Judge Cynthia H. Jones	A3401 (C3)	396-5082 & 5083
Part 19	Civil	Judge Julie R. Rubin	509E/505E	396-5132 & 5133
Part 20	Criminal	Judge Marcus Z. Shar	203M/245M	396-5100 & 5101
Part 21	Criminal	Judge Yolanda Tanner	438M/436M	396-5074 & 5075
Part 22	Criminal	Judge Robert K. Taylor, Jr. ***	406M/408M	396-4020 & 4021
Part 23	Civil	Judge Audrey J. S. Carrion	225E/209E	396-5130 & 5131
Part 24	Domestic	Judge Kendra Y. Ausby, JICFD	F-2E/120E	396-4627 & 4631
Part 25	Juvenile	Judge Robert B. Kershaw	A3401(C1)	443-263-2793
Part 26	Civil	Judge Lawrence Fletcher-Hill, JICC	113M/103M	396-6826 & 6843
Part 27	Criminal	Judge Sylvester Cox	231M/217M	545-3766 & 3767
Part 28	Criminal	Judge Melissa M. Phinn, JICCr	540E/550E	545-6235 & 6236
Part 29	Criminal	Judge Karen C. Friedman ***	430E/432E	396-3836 & 3837
Part 30	Civil	Judge Shannon E. Avery	226M/228M	545-0115 & 0116
Part 31	Domestic	Judge Barry G. Williams	F-4/126E	545-3516 & 3517
Part 32	Criminal	Judge Jennifer B. Schiffer ***	434M/432M	545-0887 & 0888
Part 33	Civil	Judge Videtta A. Brown	201E/205E	410-361-9311 & 9312
Part 34	Criminal	Judge Charles H. Dorsey ***	227E/241E	396-1118 & 1115
Part 35	Domestic	Judge John S. Nugent	F-3/124E	396-1180 & 1190
Part 99	Visiting Judges	Judge Paul E. Alpert	255E	396-8057 & 1119
Part 98	Visiting Judges	Judge Pamela North	450M	396-5857

\*\*\* Indicates temporary courtroom/chambers assignment.

CONTINUED ON NEXT PAGE

Court	Assignment	Judge	CR / Chambers	Telephone
Part 97	Visiting Judges	Judge Martin P. Welch	317M	6-8352
Part 96	Visiting Judges	Judge Dennis McHugh/Judge L. Daniels	JJC / Criminal/Civil	396-8057
Part 95	Visiting Judges	Judge John M. Glynn	237E	6-8057
Part 94	Visiting Judges	Judge Carol E. Smith/Judge Edward Hargadon	237E	6-8057
Part 93	Visiting Judges	Judge John Carroll Byrnes	237E	6-8057
Part 92	Visiting Judges	Judge John Addison Howard	253E	6-8057
Part 91	Visiting Judges	Judge M. Brooke Murdock	509M	6-8343
Part 90	Visiting Judges	Judge Ellen M. Heller	237E	6-8057
Part 89	Visiting Judges	Judge Thomas J. S. Waxter	247E	5-3490
Part 88	Visiting Judges	Judge Louis Becker	237E	6-8057
Part 87	Visiting Judges	Judge Gale Rasin	134M	6-8057
Part 86	Visiting Judges	Judge Tealette Price/Judge Marcella Holland	JJC / 255E	6-8057/5-6090
Part 85	Visiting Judges	Judge Paul Smith	264E	6-8057
Part 84	Visiting Judges	Judge David Young	317M	6-8350
Part 83	Visiting Judges	Judge Evelyn Omega Cannon	237E	6-8057
Part 82	Visiting Judges	Judge Clifton J. Gordy/Judge Stephen Sfekas	237E / 247E	6-8057
Part 81	Visiting Judges	Judge Dennis Sweeney	237E	6-8057
Part 80	Visiting Judges	Judge John Miller	237E	6-8057

\*\*\* Indicates temporary courtroom/chambers assignment.



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## Around the Offices

**T**ydings & Rosenberg is pleased to announce that **Joseph M. Selba** has become a partner with the firm. Joe's practice focuses on bankruptcy and creditors' rights, as well as commercial litigation. He has represented corporations and individuals in Chapter 7, 11, and 13 proceedings before the United States Bankruptcy Courts. He also counsels local businesses and financial institutions in commercial disputes and collection and foreclosure proceedings. Tydings also welcomes three associates to the firm. **Emelia N. Hall** and **John A. Butler** are associates in the firm's Litigation Department and Health Care Group, and **Lauren S. Ellison** is an associate in the firm's Business Department. Emelia represents health-care providers and professionals in general liability and medical malpractice litigation. She also advises clients in other litigation, including general liability, employment law, and toxic torts. John concentrates his practice on general litigation with an emphasis on the defense of medical malpractice claims. Lauren concentrates her practice on general business and real estate transactions, including governance, leasing, and intellectual property matters.

**G**oldberg Segalla is pleased to announce the addition of associate **Katherine A. Nalley** to the law firm's Workers' Compensation Practice Group in Baltimore. Katherine was previously with Semmes in Baltimore. She focuses her practice on representing insurance carriers, self-insured employers, and third-party adminis-

trators in a variety of workers' compensation claims.

**W**right, Constable & Skeen is pleased to welcome **Renée Bronfein Ades** as a Partner and the newest member of the firm's growing list of attorneys group. Native to Baltimore and a University of Baltimore School of Law graduate, Renée has been practicing family law for almost 20 years. Joining Wright, Constable & Skeen's family law group permits Renée to continue serving her clients in various aspects of family law including divorce, pre-nuptial agreements, custody and child support throughout Maryland.

**W**hiteford Taylor & Preston is pleased to announce that **Marc Abrams** has joined the firm. Widely recognized as one of the preeminent bankruptcy practitioners in the United States, Mr. Abrams is also a leader in the burgeoning area of cross-border restructurings. Whiteford, Taylor & Preston is also pleased to announce that **David W. Gaffey** and **David M. Stevens** have been named Partners of the firm. Mr. Gaffey focuses his practice on corporate bankruptcy and business reorganization, including pre-bankruptcy planning, loan workouts and financial restructuring, commercial and business litigation, creditors' rights and preference defense, and bankruptcy trustee representations. He is based in the firm's Falls Church, Virginia, office.

Mr. Stevens focuses his practice primarily on labor and employment matters. He advises businesses on a broad range of human resources and compliance issues, in addition to representing employers in employment-related litigation, including claims involving federal and state wage statutes, antidiscrimination laws and restrictive covenants. Mr. Stevens is based in the firm's Baltimore office. Whiteford also recently announced its expansion in Richmond with the addition of a highly regarded group of corporate and real estate attorneys, including partners **Katja H. Hill** and **John C. Selbach**, and associates **Jonathan Jones** and **Nicole K. Scott**. Together, they bring significant experience in corporate law, real estate finance, mergers and acquisitions, bankruptcy and creditors' rights, and corporate financial issues.

**F**iona W. Ong, an attorney at Baltimore-based **Shawe Rosenthal**, one of the first law firms in the country devoted exclusively to representing management in labor and employment matters, has been recognized by Lexology as their top "Legal Influencer" for employment in the U.S. Lexology is widely regarded as the most comprehensive source of international legal updates, analysis, and insights. Ms. Ong defends employers in the areas of employment discrimination, wrongful discharge, and wage/hour regulation, both in court and before federal and state agencies.

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