

SUMMER QUARTERLY

Panelists Honor The Legacy of Judge A. Leon Higginbotham, Jr.

By Diana George

The first day of summer was welcomed with the Philadelphia Bar Association's Summer Quarterly held at The Franklin Institute. Members heard from a panel of influential community trailblazers who exemplified the same career excellence, commitment to social justice, scholarship, and superb legal advocacy as Hon. A. Leon Higginbotham, Jr. The panelists were: Hon. Pamela A. Carlos, U.S. Magistrate Judge of the U.S. District Court for the Eastern District of Pennsylvania; Diana Cortes, city solicitor at the City of Philadelphia Law Department; Hon. Karen Y. Simmons, Judge of the Philadelphia Municipal Court; and Kenneth A. Murphy, counsel to Tucker Law Group. Sophia Lee, partner and chief diversity and inclusion officer emeritus at Blank Rome, was the panel's moderator.



Philadelphia City Solicitor Diana Cortes speaks during the panel discussion at the June 21 Summer Quarterly as Hon. Pamela A. Carlos, U.S. Magistrate Judge, U.S. District Court for the Eastern District of Pennsylvania, looks on.

“No one does anything alone in life. In this profession especially, no one succeeds, excels, or advances without the benefit of mentors. Mentors show you the way, they invite, they nurture, and they help you stick and stay.”

LEGAL TRAILBLAZERS AND THEIR PEARLS OF WISDOM

The panel discussion highlighted the prominent legal professionals' pathways to success and how they have incorporated aspects of Judge Higginbotham's legacy into their own careers.

In terms of the skills, they've acquired that have contributed to their success, the panelists said active listening, empathy, and effective communication

were at the top of their lists. “I think it's important to have those things in addition to appreciating all the different lessons you're learning from the setbacks. I think at times there's this perception of ‘What is the quintessential lawyer?’ in our profession,” Cortes said. “We're at a point where we need to recognize that

it looks different in different situations because every situation requires different skill sets.”

Developing relationships and being “hungry” were two key points made during the discussion of ways to elevate

continued on page 3

Liebenberg and Jacobson Honored as Trailblazing DEI Advocates

By Rachel Kipp

The June Summer Quarterly honored two community members with long careers of advocating for diversity, equity and inclusion in the legal profession.

Roberta Liebenberg was recognized as the 2022 recipient of the Justice Sonia Sotomayor Award, which recognizes individuals or groups for substantial and lasting contributions to the Association's goal of promoting full and equal participation and inclusion by all attorneys in Philadelphia's legal community.

Liebenberg is a member at Fine, Kaplan & Black, RPC. A for-

continued on page 3

In This Issue	
Chancellor's Column	2
World Elder Abuse Day.....	10
Photo pages.....	11-13



MARTIN LAW

THE LAW FIRM FOR INJURED WORKERS

215.587.8400

PAWorkInjury.com

WORKERS' COMPENSATION • SOCIAL SECURITY DISABILITY • LONG-TERM DISABILITY • VETERANS BENEFITS

Editor-in-Chief

Mary LeMieux-Fillery, Esq.

Associate EditorsLeah Cilo, Esq.
Regina M. Parker, Esq.**Director of Communications
and Marketing**

Rachel Kipp

Communications Manager

Diana George

Designer

Carl Hott

The Philadelphia Bar Reporter (ISSN 1098-5352) is published monthly by the Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107-2911. Periodicals postage paid at Philadelphia, PA POSTMASTER: Send address changes to Philadelphia Bar Reporter, c/o Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107-2955. Telephone: (215) 238-6300. Association Web site: philadelphiabar.org. Newspaper e-mail address: reporter@philabar.org. The editorial and other views expressed in the Philadelphia Bar Reporter are not necessarily those of the Association, its officers or its members. Advertising rates and information are available from Shawn D. Phillips at American Lawyer Media, 1617 JFK Boulevard, Philadelphia, PA, 19103. Telephone: (215) 557-2340 or e-mail sphillips@alm.com.

Tell Us What You Think!

The Philadelphia Bar Reporter welcomes letters to the editors for publication. Letters should be typed. There is no word limit, but editors reserve the right to condense for clarity, style and space considerations. Letters must be signed to verify authorship, but names will be withheld upon request. Letters may be mailed, faxed or e-mailed to: Rachel Kipp, Director of Communications and Marketing, Philadelphia Bar Reporter, Philadelphia Bar Association, 1101 Market St., 11th floor, Philadelphia, PA 19107-2955. Phone: (215) 238-6395. Fax: (215) 238-1159. E-mail: communications@philabar.org.

We Are Your Voice

We are living in a stressful age – for numerous reasons, not the least of which is political polarization at both the state and national level.

From those divisions have come a concerning trend at the state level: A number of constitutional amendments and legislation being proposed by members of the Pennsylvania General Assembly that could negatively impact judicial independence and equal access to our court system.

These proposals stand starkly in the face of our Association's mission to promote respect for the rule of law and a justice system where all who interact with it are on equal footing. We are committed to being a strong voice for the legal profession and also to ensure that our members are informed about policies and proposals that could imperil the ideals we all hold dear.

In the past year and a half, Republican and Democratic legislators have proposed more than 70 changes to the state constitution. In order to appear on the ballot, proposed constitutional amendments have to pass in two consecutive sessions of the General Assembly.

Among the proposed amendments are measures that would reduce the terms of judges and Supreme Court justices, allow the Legislature to decide how much Supreme Court judges are paid and limit the Supreme Court's rulemaking abilities and its ability to draw Congressional maps.

Our Board of Governors recently passed a resolution in opposition to this practice because it weakens our system of checks and balances, and also limits transparency and healthy debate on proposals that, if implemented, could have significant consequences for all Pennsylvanians.

Since Pennsylvania's current constitution went into effect in 1968, there have been 49 proposed amendments that have reached voters. Only six were rejected and just 14 of those amendments appeared on ballots during presidential or gubernatorial election years, which typically attract higher voter turnout.

For example, voters approved three constitutional amendments during the 2021 primary – two that curtailed the governor's emergency powers and one that barred discrimination based on race or ethnicity. But only about 25% of registered voters actually cast a ballot in that election.

One of the amendments that has been considered in the past two years is House Bill 38, which would create representative districts drawn by legislators for statewide appellate judges. Such a move would limit voter power to elect judges and also put judicial independence at risk. The Philadelphia Bar Association worked to educate and mobilize voters on House Bill 38, generating more than 1,200 letters to legislators speaking against the bill.

Our Board of Governors also recently passed a resolution in opposition to another proposed constitutional amendment, House Bill 1910, a proposed constitutional amendment which, if passed, would give the General Assembly the authority to override rules promulgated by the Supreme Court, effectively transferring the ultimate power to supervise and administer Pennsylvania Courts to the General Assembly.

If legislators truly believe in these and the other amendments that they are proposing, then the proposals should be given the maximum amount of public exposure and discussion. Among the ideas in our Board of Governors resolution is to only put constitutional amendments on the ballot during November general elections, which would maximize voter participation.

We live in a time of great stress, and also a time in which trust in our government has been significantly weakened. Amid efforts to disenfranchise voters, we seek to empower them, members and nonmembers alike, and to be a strong voice for the legal profession when issues that matter to our community hang in the balance.

By Wesley R. Payne, IV



Wesley R. Payne IV is Chancellor of the Philadelphia Bar Association. You can email him at chancellor@philabar.org.

“**If legislators truly believe in these and the other amendments that they are proposing, then the proposals should be given the maximum amount of public exposure and discussion.**”

Panelists

continued from page 1

one's professional profile and remain top of mind for positions that the panelists have today or whatever opportunity may arise in the future. As with any career, there are high and low points, and the legal profession is commonly known to take lawyers on that roller coaster throughout their careers.

"Walking into the courtroom every day is a high point for me. When The Barristers' Association of Philadelphia honored me with the A. Leon Higginbotham Award, that was huge for me because he was someone who I looked up to and wanted to emulate," said Simmons. "I've been a judge for 18 years now and have been a lawyer for almost 35 years. I'm a true believer of if you see something you have to speak up, and it's not always going to end well for you. It hasn't always ended well for me, but I'd do it all over again."

Murphy also shared the important role mentorship has played in his career and the impact he's had on others. "No one does anything alone in life. In this profession especially, no one succeeds, excels, or advances without the benefit of mentors. Mentors show you the way, they invite, they nurture, and they help you stick and stay," said Murphy. "I've had the benefit of some great mentors and what I've appreciated is that the best way to say, 'thank you' is to pay it forward."

When asked about Higginbotham's strong commitment to professional excellence, scholarly work, and legal advocacy, Carlos noted that Higginbotham represented equal representation, equal access,



Panel moderator Sophia Lee, partner at Blank Rome, and panelist Kenneth A. Murphy, counsel at Tucker Law Group, listen as Hon. Karen Y. Simmons, Judge, Philadelphia Municipal Court, speaks during the program.

and respect for others. "I think those are the principles upon which you can be most successful as a practitioner and jurist in this field," Carlos said. "I believe there's an obligation on both the judges and the practitioners to be well prepared. The best practitioners and judges are the ones who can make the argument that either their client doesn't want them to advocate or they themselves don't necessarily believe. Only when you ask questions and only when you test the principles that others may believe in, can you

really be fair."

The conversation wrapped up with wise counsel from the panelists to the younger associates in the audience: Work hard and guard your time, don't make yourself small and feel free to take up space, feel obligated to reassess your career at times to make sure you're getting what you're putting into it, be self-aware, be genuine, and use your differences as a shore to get to where you want to go.

The event was sponsored by annual

partners KLDDiscovery, LawPay, MyBenefitAdvisor and USI Affinity, along with firm supporters Blank Rome, Fox Rothschild, White and Williams, and Weir Greenblatt Pierce (Diamond level); Eckert Seamans and Archer (Gold level); Feldman Shepherd Wohlgeleinter Tanner Weinstock Dodig (Silver level); and Margolis Edelstein and Post & Schell (Bronze level).

Diana George is the communications manager at the Philadelphia Bar Association.

Honorees

continued from page 1

mer chair of the American Bar Association's Commission on Women in the Profession, Liebenberg is nationally known for her work promoting, researching and writing about gender equality and fairness in the field of law.

The 2022 Cheryl Ingram Advocate for Justice Award honoree is Sara Jacobson, executive director of training at the Public Defender Association of Pennsylvania. The Ingram Award recognizes individuals who have made substantive contributions to the LGBT community in Philadelphia. Jacobson has a long career of professional accomplishments benefiting the LGBT community as a whole, in addition to several individual mentoring relationships with young LGBT lawyers in Philadelphia.

In their acceptance speeches, both

Liebenberg and Jacobson urged attendees to speak up and speak out about the biases and inequality that exist within the legal profession and more broadly, and to call for changes that will speed the pace of achieving full inclusion within the industry, and in society.

"When you're invited to speak, to serve on a panel, to participate in a leadership role, look around at the list of people already doing that and if the numbers aren't fair, take notice," Jacobson said. "We are lucky here in Philadelphia to have a deep bench – there is all kinds of legal talent here if you look for it."

Echoing a recent statement by Georgia Sen. Raphael Warnock that democracy is "not a noun, it's a verb," Jacobson said that diversity also "has to be a verb, not an ideal."

"It's not some aspiration we can't reach; it's something we all have to act on and work for," Jacobson said. "When you do that, when you count and you speak, you collude for justice with people like Judge [A. Leon] Higginbotham, like Justice Sonia Sotomayor,

like Cheryl Ingram, you build on their legacy when we work together to make spaces more diverse, more inclusive and more welcoming."

Liebenberg noted that while the legal profession has made many strides in the area of DEI since she began practicing law, the progress "has been glacially slow." She stressed that the importance of adopting structural reforms, such as flexible work arrangements and hybrid work, which her research shows provides significant benefits to women and lawyers of color.

"We must act up. We have been way too patient in accepting the status quo," Liebenberg said. "We must demand of employers that a critical mass of women and diversity lawyers be in the room when profound decisions that affect their careers are being made. It's crystal clear that diversity will frame the destiny of all legal employers in the years to come."

Rachel Kipp is the Director of Communications and Marketing at the Philadelphia Bar Association.



Jacobson



Liebenberg

Fight the Power

There is little new that can be said following the recent devastating decisions of the Supreme Court. Women's rights are under siege. The time to fight is NOW. Please donate your time or money to any or all of these organizations:



By Mike Jones

ABORTION CARE NETWORK

National association of independent community-based abortion care providers, who work together to ensure the rights of all people to experience respectful, dignified abortion care.

Donate – AbortionCareNetwork.org

ABORTION LIBERATION FUND OF PENNSYLVANIA

Protects and expands access to abortions for individuals experiencing poverty in SE PA.

Donate – AbortionFundPA.org

AMERICAN CIVIL LIBERTIES UNION – REPRODUCTIVE FREEDOM PROJECT

Works to ensure that every person can make the best decision for themselves and their family about whether and when to have a child without undue political interference.

Volunteer and Donate – ACLU.org

AMERICAN CIVIL LIBERTIES UNION OF PENNSYLVANIA

Preserves and promotes civil liberties, including reproductive freedom.

Volunteer or Donate – ACLUPA.org

CENTER FOR REPRODUCTIVE RIGHTS

Global human rights organization of lawyers and advocates who ensure reproductive rights are protected in law.

Volunteer or Donate – ReproductiveRights.org

IF/WHEN/HOW

Transforms the law and policy through advocacy, support, and organizing so all people have the power to define, create, and sustain families with dignity and to actualize sexual reproductive wellbeing on their own terms.

Volunteer or Donate – IfWhenHow.org

THE MAZZONI CENTER

Provides comprehensive health and wellness services in the LGBTQ-focused environment.

Volunteer or Donate – MazzoniCenter.org

NARAL PRO-CHOICE AMERICA

Dedicated to eliminating all laws and practices that would compel any woman to bear a child against her will.

ProChoiceAmerica.org

NATIONAL ABORTION FEDERATION (NAF)

Unites, represents, serves, and supports abortion providers in delivering patient-centered, evidence-based care.

Donate – ProChoice.org

NATIONAL INSTITUTE FOR REPRODUCTIVE HEALTH (NIRH)

Works directly with state and local reproductive health, rights, and justice organizations and allied groups to protect and advance access to reproductive healthcare.

Donate – NIRHealth.org

NEW VOICES FOR REPRODUCTIVE RIGHTS

Dedicated to transforming society for the holistic health and wellbeing of Black women, girls and gender expansive people.

Donate – NewVoicesrj.org

PLANNED PARENTHOOD OF SOUTHEASTERN PENNSYLVANIA

Delivers vital reproductive healthcare, sex education, and information to millions.

Volunteer or Donate – PlannedParenthood.org

THE WOMEN'S CENTERS

Provides compassionate abortion care and reproductive health services.

Donate – TheWomensCenter.com

WOMEN'S LAW PROJECT

Leverages the power of the law to eliminate gender bias and discrimination.

Donate – WomensLawProject.org

Contact your State and U.S. Legislators. Express your passionate support for a woman's right to choose.

Mike Jones is 2022 Chair of the Young Lawyers Division.

Mediation and ADR Solutions

provided by

**The Honorable
Thomas I. Vanaskie (Ret.)**



- 24 years on the Federal bench (Third Circuit Court of Appeals and Middle District of Pennsylvania)
- Unmatched credentials and experience makes him uniquely qualified to assist parties resolve disputes with guidance that is informed, impartial, fair and objective
- Available to resolve disputes in business and commercial, class action and mass tort, employment, ERISA, insurance, antitrust, securities, intellectual property, civil rights and personal injury cases
- Serves as a Special Master in complex litigation and is highly experienced in the area of e-discovery and privilege review

Stevens & Lee

Hon. Thomas I. Vanaskie (Ret.)

1500 Market Street, East Tower, Suite 1800, Philadelphia, PA 19102
215.568.7560 • tiv@stevenslee.com

www.stevenslee.com

Honoring Leaders Among Us

The Philadelphia Bar Foundation is committed to achieving equitable and equal access to justice in Philadelphia. An important way to achieve that mission is by celebrating Philadelphia's remarkable public interest community by recognizing individuals in the legal profession and organizations who have made a significant contribution to the fight for equal justice. Our annual awards are important highlights of our year, and in 2022 we are excited to present an exceptional roster of recipients.

By Meredith S. Auten



We are pleased to announce that **Su Ming Yeh**, executive director at the Pennsylvania Institutional Law Project, is the recipient of our 2022 Philadelphia Bar Foundation Award. This award recognizes public interest attorneys who have dedicated their careers to fighting for equal access to justice. **Ballard Spahr LLP** and **Duane Morris LLP** will each receive the Bar Foundation's 2022 Pro Bono Award, which recognizes law firms and corporate legal departments that perform outstanding volunteer efforts to provide legal services.

During her almost 20-year career at PILP, Yeh improved the lives of thousands of people, protecting the rights of incarcerated people, LGBTQ+ individuals, people with disabilities, and countless others who have suffered abuse in incarceration. She has litigated dozens of individual cases and class action suits challenging unconstitutional conditions for people who are incarcerated, institutionalized, or detained. She has argued successfully before the Pennsylvania Supreme Court and the U.S. Court of Appeals for the Third Circuit. In the past two years as the executive director of PILP, Yeh has been committed to expanding the services of PILP, increasing diversity, and providing new staff with a strong foundation to grow their careers.

Yeh's dedication to social justice and her community extends beyond her legal career. Prior to law school, she worked on social justice issues as a science teacher with the U.S. Peace Corps in the Kingdom of Tonga. Yeh also served as the executive director of the Asian Professional Extension, Inc. and as a community organizer with the Coalition for Asian-American Children and Families. Yeh is also a dedicated member of the greater Philadelphia public interest community. She served as an adjunct professor at the University of Pennsylvania Carey Law School, where she co-taught the civil practice clinic for five years. She served as the president of the Asian Pacific Bar Association of Pennsylvania in 2015 and still serves on its board, along with serving on the board of the Defender Association of Philadelphia. She is a member of the Pennsylvania Bar Association's House of Delegates, previously co-chaired the Philadelphia Bar Association's Civil Rights Committee, and served as the chair of the Philadelphia Bar Association's Public Interest Section. She is the current co-chair of the Minority Bar Committee of the Pennsylvania Bar Association. Yeh is incredibly deserving of this award.

Ballard Spahr LLP has been an innovator in pro bono representation in Philadelphia and beyond. The firm's Racial Justice and Equality Initiative, launched in the summer of 2020, is the epitome of the firm's institutional commitment to pro bono representation and the cause of ensuring equal

access to justice for all. Through the initiative, attorneys work closely with public interest organizations to pursue pro bono matters that advance race equity, including addressing economic, education, and voting rights matters. Current partners include the NAACP Legal Defense and Education Fund, the Lawyers' Committee for Civil Rights Under Law, Applesseed Network, and Asian Americans Advancing Justice, among others.

Since its inception, the initiative has accepted 16 representations, and Ballard Spahr litigators have contributed more than 6,000 pro bono hours to those matters, including many of the firm's top litigators. In conjunction with the Racial Justice and Equality Initiative, Ballard Spahr's Media and Entertainment Law Practice Group launched the Diverse Voice pro bono media law initiative. Through this initiative, Ballard is representing 16 media outlets that serve communities of color in areas across the country, including Resolve Philly, a journalism collective that challenges the industry to be more equitable, collaborative, and based in community voices and solutions. Ballard has also partnered with Philadelphia Lawyers for Social Equity and other community organizations to help clients pursue criminal record expungements and pardons.

Duane Morris LLP has been an outstanding pro bono partner to Philadelphia's legal aid agencies for many years. During the past 15 years, Duane Morris has donated more than 390,000 pro bono hours. In the Philadelphia office, the participation rate in pro bono activities and the number of pro bono hours donated has doubled since 2015. While Duane Morris does not have a pro bono requirement for its attorneys, its robust pro bono participation is a testament to the firm's culture and to the leadership's commitment to serving the community through pro bono. Duane Morris has performed incredible and innovative pro bono work for immigrants in the greater Philadelphia area for over a decade, partnering with HIAS Pennsylvania and other local organizations to help individuals on the pathway to citizenship.

Responding to the crisis in Afghanistan since August 2021, the firm has donated over 3,000 pro bono hours to helping Afghan refugees and helped train and mobilize in-house attorneys and staff at PNC Bank and Comcast to join in the effort. Duane Morris also provides compassionate legal assistance to immigrants who are victims of personal violence. Duane Morris has donated over 4,000 pro bono hours in Violence Against Women Act (VAWA) cases, helping more than 50 immigrant survivors of personal violence stabilize their immigration statuses. Duane Morris has also been recognized for its pro bono representation of The Food Trust (TFT), thereby furthering TFT's mission of ensuring delicious, nutritious food for all, and has served as a critical partner to the Women's Law Project during a tumultuous time for women's access to reproductive healthcare.

These incredibly worthy 2022 award recipients will be honored at our annual Access to Justice Awards Benefit. This year's benefit will be held in person and virtually and will celebrate not only these award winners, but Philadelphia's vibrant public interest community and the businesses that partner with the Bar Foundation to support Philadelphia's vital and justly celebrated civil legal aid system.

Sponsorship opportunities are available for businesses that serve the legal industry, and law firms that support the Foundation will be celebrated and recognized as Unified Giving partners. More details will be on our website www.philabarfoundation.org very soon. Please join us!

Meredith S. Auten is president of the Philadelphia Bar Foundation.

Responding to the crisis in Afghanistan since August 2021, the firm has donated over 3,000 pro bono hours to helping Afghan refugees and helped train and mobilize in-house attorneys and staff at PNC Bank and Comcast to join in the effort.

Honoring the 2022 Eve Biskind Klothen Law Student Pro Bono Distinction Award Recipients

DREXEL UNIVERSITY THOMAS R. KLINE SCHOOL OF LAW



Paige Britton has shown a dedication to pro bono service both prior to and during her law school career. During the three years leading up to law school, Paige volunteered more than 600 hours as an advocate for pro se plaintiffs in Protection from Abuse cases at the Lancaster County Court of Common Pleas, working with Lancaster's Domestic Violence Legal Clinic. As a student at Drexel University's Kline School of Law, Paige devoted over 120 hours as a student intern with HIAS-PA, fielding intake calls for potential immigration clients and assisting new DACA applicants. Paige currently works as a law clerk at the immigration firm Lupton Law LLC in West Chester, Pa., where she continues to look for ways to support the firm's pro bono efforts. Paige graduated magna cum laude from the Kline School of Law in May.



Marlee McCadden has shown a fervent commitment to immigrant justice throughout her law school career. She began her service as a 1L summer intern with Esperanza Immigration Legal Services, where she assisted immigrant clients with U-visas, consular processing, and naturalization applications. She continued to assist with Esperanza Immigration Legal Services in a pro bono capacity after her internship. She went on to continue her pro bono service remotely with Al Otro Lado, a non-profit assisting asylum-seekers and those subject to the Migrant Protection Protocols. During her second year of law school, she also completed an internship with Ferreira Law, and a co-op with HIAS-PA, where she provided immigration legal assistance to immigrants seeking asylum. In her 2L summer, she interned with Las Americas Immigrant Advocacy Center, working remotely with detained immigrants in Texas and New Mexico. In her third year of law school, she completed a clinic with Kline School of Law's Federal Litigation and Appeals Clinic, where she was able to obtain pros-

ecutorial discretion for two immigrant clients. She further served as the president of the Immigration Law Society where she developed a pro bono project with Project Libertad for herself and other students, where they provided legal assistance to immigrant minors. She is currently studying for the Pennsylvania bar exam and will be joining HIAS-PA as an asylum & removal defense staff attorney. She hopes to advocate for immigrant justice for the rest of her career.



Noelia Wiegand, born in Argentina and raised in Florida, is a 2022 graduate of Drexel University Thomas R. Kline School of Law. Noelia entered law school with a passion for public interest work, which she developed while working with prisoners, as well as sexual assault and domestic violence victims. At Kline, she began her pro bono service as a legal researcher for The City University of New York. She performed empirical analyses of specific areas of juvenile justice law. She also performed analyses of the present-day laws and regulations pertaining to juvenile pleas in all 50 states, mapping the legal landscape across the country as it relates to judicial analysis of the admissibility of juvenile confessions, including the factors judges consider when making such impactful admissibility decisions. Noelia continued her pro bono service when she made a two-year commitment to Philadelphia Legal Assistance (PLA). During her time with PLA, Noelia performed client interviews, legal research, and represented clients before judges in administrative hearings. Noelia's fluency in Spanish proved a great benefit to Philadelphia's Spanish-speaking citizens in need of legal services. Noelia completed her Juris Doctor this May as part of Drexel University Kline School of Law's Accelerated Two-Year program. During her tenure at Drexel, and throughout a continuing pandemic, she graduated with pro bono honors. She is currently studying for the Pennsylvania bar exam and will be joining the firm of Cipriani & Werner where she is committed to continue offering pro bono services to the community.

RUTGERS LAW SCHOOL



Arlette Leyba is a first-generation student and is the first person in her family to not only graduate from college, but now law school as well. She is a Camden native and has been dedicated to giving back to her community since a young age. Before enrolling in law school Arlette participated in various service projects for the benefit of the Camden community with the Holy Name Scholars program and has since become a member of the non-profit's board. During her time at Rutgers, she was a part-time student while working full-time for the Camden Center for Law and Social Justice. At the Camden Center, she and her colleagues assisted the community in obtaining legal immigration and restraining orders for victims of domestic violence; in addition, she helped organize legal volunteers to help provide legal counsel to the Afghanistan refugees. As a Social Justice Scholar, she was involved in various activities that helped further her service objectives such as the Honorable Judith H. Wizmur

Bankruptcy Pro Bono project, the VITA Project (tax preparation), and various bar associations service project volunteer opportunities. She was also involved in Alianza, the Hispanic National Bar Association's Law Student Division, and a member of MSP. She was also a staff editor for the Rutgers Business Law Review and had her note published this spring. She currently works in-house for Subaru of America, Inc. and is excited to begin her appellate clerkship with Judge Morris Smith in the fall. She intends on maintaining her commitment to the service of others through the course of her legal career no matter what branch of law she practices in the future.



Viktoria Zerda is a graduate of Rutgers Law School at Camden. She earned her undergraduate degree in her hometown at the University of Texas at San Antonio. Before coming to law school, Viktoria worked with immigrant youth who were entering the U.S.- Mexico bor-

der beginning in 2012. Viktoria is a proud Mexican American who is a first-generation law student and will be the first lawyer in her family. She knew that public interest law would be the path that she would pursue. During her time at Rutgers Law School, Viktoria interned with the HIAS and the American Civil Liberties Union of Pennsylvania. She was a Social Justice Scholar and a Marshall Brennan Fellow. She participated in the Immigrant Justice Clinic, Child and Family Advocacy Clinic and Expungement Law Project at Rutgers Law School. She also completed over 100 hours of pro-bono work during law school. After taking the bar in Pennsylvania, Viktoria will be working at the American Civil Liberties Union of Pennsylvania as an Independence Foundation Fellow in the Immigrants' Rights Program. Her project seeks to not only vindicate the rights of formerly and currently incarcerated immigrants, but to hold ICE, specifically the Philadelphia Field Office, accountable for discriminatory and arbitrary detention practices and persistent mistreatment of immigrants in Pennsylvania.

Each year, the Philadelphia Bar Association recognizes several law students who have done outstanding pro bono work during their time in law school. The law school community has named this recognition “The Eve Biskind Klothen Law Student Pro Bono Distinction” in honor of the former Assistant Dean for Pro Bono and Public Interest Programs at Rutgers Camden School of Law, who is a pioneer in public interest law. This year’s honorees were recognized at the Bar Association’s June 21 Summer Quarterly.

WIDENER UNIVERSITY DELAWARE LAW SCHOOL

Kaitlyn Michalek is a 2022 graduate of Widener University Delaware Law School where she was president of OUTLaw (the school’s LGBTQ+ organization), recruitment coordinator for the National Lawyers Guild student chapter, and a member of Moot Court Honor Society. Kaitlyn is passionate about criminal justice reform and social justice work. Throughout her time in law school, Kaitlyn worked at the DE-NJ National Lawyers Guild as a supervisory law clerk in the Legal Research and Publications practice, an election integrity advocate, and an arrest hotline attendant. Most notably in her time with NLG, she organized and conducted a statewide legal clinic with several non-profit organizations for undocumented immigrants in New Jersey seeking legal advice to obtain driver’s licenses. As a result of this work, she was the recipient of the Lomax Memorial Service Award. While at DLS, Kaitlyn also worked as an extern through the Public Interest Externship Program at both Delaware County and Chester County District Attorney’s Offices. In addition, she participated in the Inside Out Program where she made connections with incarcerated individuals to better understand the need for reform within the justice system. Kaitlyn will continue her public interest career and advocacy as a law clerk at the Chester County District Attorney’s Office throughout the summer and then as an assistant district attorney upon passing the bar exam.



Kylea D. Smith is a 2022 graduate of Widener University Delaware Law School (DLS) and committed to giving her best to others. Kylea’s work includes participating in DLS’ Environmental and Natural Resources Law Clinic where she provided zoning ordinance advice and prepared a citizen’s guide on review processes. She continues her advocacy as a member of the Delaware Valley Environmental American Inn of Court. Kylea also interned with MidPenn Legal Services, providing free legal support to low-income community members, and with The Office of the Child Advocate in Delaware, assisting attorneys representing dependent, abused and neglected children. In addition, Kylea served as vice president of Community Service for DLS’ Youth Court Program, a mentor through DLS’ SBA Mentorship Program, and as a Widener Law Review senior staff editor. Kylea composed papers reviewing the need for reform in prison labor rights and on homeschooling regulations’ impact on child welfare and education. She also shared her knowledge of legal studies as a three-time guest speaker at Lehigh University. For her commitment to academics and public service, Kylea was awarded The Honorable William Duffy Memorial Scholarship and graduated with pro bono distinction. Kylea hopes to pursue a career in public interest implementing systems change.

TEMPLE UNIVERSITY BEASLEY SCHOOL OF LAW



Lina Ruth Duiker entered law school with a passion for public interest after having served as an AmeriCorps Legal Advocate in Boston, Massachusetts. Since then, Lina has continued to pursue opportunities for public service throughout her law school career. After her 1L year of school, Lina interned at HIAS-PA in the Domestic Violence Unit. During her 2L year, she was a student in the Social Justice Lawyering Clinic and interned at Human Rights First and Community Legal Services. During her 2L summer, she interned at the Support Center for Child Advocates. In her 3L year, Lina took the Family Law Litigation Clinic and interned at HIAS-PA. She researched non-uniformity of court practices in SIJS custody cases throughout the Commonwealth of Pennsylvania. In addition to internships and law school clinics, she volunteered at Al Otro Lado, participated in the Expungement Clinic, and volunteered with the Cat Collaborative. Through these experiences, Lina has developed her interest in the intersections of family law and immigration. She is currently studying for the Pennsylvania bar exam in preparation for working at HIAS-PA as a staff attorney in the fall.

Maya Lucyshyn is a magna cum laude 2022 graduate of Temple University Beasley School of Law. After two years in the rock-climbing and food service indus-

try, Maya decided to go to law school with the goal of eventually becoming an immigration lawyer. She volunteered with Al Otro Lado in Tijuana, Mexico during her 1L spring break, and again remotely the following year. She has interned at the Nationalities Service Center and Bet Tzedek to provide free legal services to immigrants, including victims of human trafficking and unaccompanied minors. She also participated in Temple Law’s Defender Association Clinic and volunteered remotely for the San Diego Public Defender Office. She did pro bono volunteer work for the Erie County Bar Association Immigration Unit, where she worked with immigrants detained in a facility in Batavia, N.Y. Maya’s research assistance in school includes a habeas petition in the



Third Circuit to free a combat veteran who had been in ICE detention for three years and assistance on an academic paper regarding the European reception of Ukrainian refugees. Maya’s comment on art repatriation will appear in the 2022 Temple International and Comparative Law Journal. Maya is moving to Los Angeles and studying for the California bar exam. She plans to find work providing free legal services to immigrants in the Southern California area.

Kate Steiker-Ginzberg is a 2022 graduate of Temple University Beasley School of Law. Prior to law school, Kate spent seven years working as an inde-



pendent journalist and field producer for major media outlets. She worked primarily in Brazil, where she covered the 2014 World Cup, the 2016 Summer Olympics, the Zika epidemic, and the Operation Carwash corruption investigation for CBS News. Her decision to attend law school was inspired by her work on a feature-length documentary about the criminal legal system in New Orleans. While in law school, Kate has engaged in work involving immigrant rights and criminal legal reform. She was a frequent collaborator with Temple’s Sheller Center for Social Justice, where she worked on litigation involving the Berks immigration detention center. She was also part of a legal clinic team that filed a Third Circuit appeal challenging a client’s deportation. Kate interned with HIAS-PA; the Youth Sentencing and Reentry Project; the civil rights firm of Kairys, Rudovsky, Messing, Feinberg & Lin; and the Capital Habeas Unit of the Federal Community Defender for the Eastern District of Pennsylvania. Kate graduated magna cum laude and was inducted into the Order of the Coif. She received the Sarah J. Love Memorial Award in recognition of her impact on community justice issues during law school. Kate was born and raised in Philadelphia and is thrilled to be part of the city’s thriving public interest community. She graduated from Columbia University in 2012 with a degree in Urban Studies.

VILLANOVA UNIVERSITY WIDGER SCHOOL OF LAW



Delaney Keefe made a tremendous impact on the Philadelphia community during her time at Villanova Law. In addition to interning with the Consumer Bankruptcy Assistance Project, she worked tirelessly with Villanova's Anti-Poverty Fellow to help the homeless community and to defend the encampments they established at the beginning of the pandemic. She created a clothing drive, constructed tents, and provided residents with basic necessities; she drafted documents for a preliminary injunction and TRO; and she negotiated a solution with the City and the Philadelphia Housing Authority to transfer 50 city-owned houses to encampment residents. Delaney was selected as the Merit Distinction Finalist for the PSJD Pro Bono Publico Award in 2021, being recognized as the "prime example of social movement lawyering," and she earned the law school's Dorothy Day Award for her pro bono service. Delaney also served as a student representative in the Clinic for Asylum, Refugee, and Emigrant Services (CARES), representing clients in their asylum cases, and conducting research for JUNTOS, a Philadelphia youth-led immigrant advocacy group. She was also president of Villanova Law's National Lawyers Guild. This fall, she will begin her legal career as a public defender with the Defender Association of Philadelphia.

Gabriella Lipschitz joined Villanova Law as a Public Interest Scholar. While in law school, Gabi had the opportunity to join the Clinic for Asylum, Refugee, and Emigrant Services (CARES) for two semesters, during which she assisted a client in their defensive asylum case. She also engaged in pro bono service, volunteering with the Senior Law Center, assisting with intake procedures. She received the law school's Dorothy Day Award for her pro bono service. Gabi worked as a research assistant with the Pennsylvania Commission on Sentencing. She spent the summer of 2020 interning with the Montgomery County Office of the Public Defender, and summer and fall of 2021 with the Bucks County Public Defender's Office. Gabi was also very involved in law school leadership, as an executive board member of the Public Interest Fellowship Committee; volunteer chair for Senior Law Center; site chair for Pro Bono Society; co-president of the Jewish Law Student Association; teaching assistant for the Writing and Communication Program; and student fellow with the Center for Ethics, Integrity, and Compliance. She will be continuing her career as a public defender in the fall with the Defender Association of Philadelphia.



Kirstin Mohammed has spent most of her life engaging in various forms of public service work. Before and during law school, she worked with Mommy Brain, a motherhood support platform, developing a database to connect low-income mothers with funds and mental health support. While at Villanova Law, she donated 380 pro bono hours working with the Homeless Advocacy Project, where she helped obtain benefits for individuals without homes. She received the law school's Dorothy Day Award for her pro bono service. As an assistant to the acting director of the Clinic for Asylum, Refugee, and Emigrant Services (CARES), Kirstin researched trauma-informed principles and how it impacts lawyers and other professionals. She also interned with both the ACLU-PA and Philadelphia VIP. As a student representative in the CARES immigration law clinic, she directly represented a client and collaborated with local immigrant organization, JUNTOS, on various Know Your Rights type presentations. Kirstin was also engaged in extracurricular activities, serving as vice president of the National Lawyers Guild and as a McCutchen Center summer fellow. Post-law school, Kirstin will be moving to California, where she hopes to continue her dedication to public interest and pro bono service.

LAWYER LAWYER REFERRALS

For details on placing a Lawyer to Lawyer referral ad, contact Shawn D. Phillips at 215-557-2340 or sphillips@alm.com.

**DOES YOUR CASE NEED A PUSH OVER THE FINISH LINE?
HIRE A GAME CHANGER!**

Expert Witness/Mediator

For Complex Real Estate
and Title Insurance Matters

**SAMPLE COMPLEX EXPERT
WITNESS MATTERS**

- Easement Disputes
- Ownership Issues
- Title Insurance
- Borrower/Mortgagee Problems
- Landlord/Tenant Disagreements

Opinions rarely impugned

Robert M. Schwartz

610-212-7344 | robertm.schwartz@gmail.com



Cibik Law, P.C.

**Bankruptcy Specialist certified
by the American Bankruptcy Board of
Certification for over 25 years**

philadelphiabankruptcylawyers.com

mail@cibiklaw.com

Call or Text Us At:

215-735-1060

**Michael A. Cibik - Former Chapter 7 Trustee
Super Lawyers Rated
Avvo 10.0 Rating**

Filed or Involved in 15,000+ Bankruptcy Cases in over 40 Years

UNIVERSITY OF PENNSYLVANIA CAREY SCHOOL OF LAW



Jeff Simon is a soon-to-be immigration lawyer who recently completed a joint JD/MPA degree program at the University of Pennsylvania Carey Law School and the Princeton University School of Public and International Affairs. During his time in law school, Jeff served as co-director of the Penn Law Immigrant Rights Project, connecting legal services organizations around the country with pro bono volunteers. He also served on the boards of the Equal Justice Foundation, which raises funds to support public interest law students during their summer internships and bar study, and the Student Public Interest Network, matching public interest 1L students with 2L and 3L mentors. Jeff is incredibly thankful for the clinical education he received in law school. He represented asylum seekers in the Transnational Legal Clinic and unaccompanied immigrant children in the Interdisciplinary Child Advocacy Clinic. Jeff will be moving to Portland, Oregon this fall to begin his legal career with Innovation Law Lab as an Oregon Worker Relief Fellow, representing migrant farmworkers seeking asylum, deportation defense, and other immigration relief. He is so grateful to and inspired by the family, friends, clients, and former students who helped him get here, and he would be thankful also for Portland recommendations.



Jocelyn A.K. Walcott is from Ewing, New Jersey, and graduated in May with a JD from the University of Pennsylvania Carey Law School and a master's degree in education policy from Penn's Graduate School of Education in addition to a certificate in management from The Wharton School. While at Penn, Jocelyn served as the 2021-2022 editor-in-chief of *The Regulatory Review*. As EIC, she oversaw the largest editorial board in *The Review's* history and led an effort to develop a mission and values statement, affirming *The Review's* commitment to integrity, inclusivity, equity, and accessibility as a publication dedicated to serving the public. Jocelyn previously served as the 2020-2021 advocacy chair of the University of Pennsylvania Black Law Students Association where she led a pro bono project on reparations and was instrumental in the creation of the Dr. Sadie T.M. Alexander Scholarships and the law school's commitment to be an anti-racist institution. Passionate about ensuring equitable access to public education, Jocelyn interned at the Philadelphia Office of Civil Rights of the U.S. Department of Education. Jocelyn also co-created a pro bono project with the Education Law Center through its Black Girls' Education Justice Initiatives. Jocelyn will be clerking in the United States District Court for the Middle District of North Carolina before joining the law firm of Covington & Burling in Washington, D.C.



Audrey Youn is originally from West Chester, Pa., and graduated from the University of Pennsylvania Carey Law School in May. During her time in law school, she was the president of the Financial Literacy Project and a lead coordinator of the PA 30 Day Fund. She was also heavily involved in family law work, both as an advocate in the Custody and Support Assistance Clinic and as a legal intern in the Defender Association of Philadelphia's Child Advocacy Unit. Her favorite position, though, was as a legal intern in the U.S. District Court for the Eastern District of Pennsylvania's Supervision to Aid Re-Entry Program, where she represented previously incarcerated people in traffic court and family court helping them transition back into society. Additionally, Audrey served on the Moot Court Board and Fight Night Committee. Audrey graduated from New York University with a bachelor's degree in economics. She will be working at Davis Polk & Wardwell in New York City this fall. In her free time, she loves to cook, travel, and sample Philly's restaurant scene.

AVAILABLE NOW:
PHILADELPHIA BAR ASSOCIATION
CLEs ON-DEMAND!

Whether you're a night owl or an early riser, on vacation or on the go, Philadelphia Bar Association continuing legal education is here for you. Our new On-Demand service allows you to take our timely webcasts at your own pace, at whatever time works for your schedule.

Fit your credits around your summer by learning with us.

PHILADELPHIA BAR ASSOCIATION
 Continuing Legal Education

ATTORNEY DISCIPLINARY / ETHICS MATTERS

STATEWIDE PENNSYLVANIA MATTERS
 NO CHARGE FOR INITIAL CONSULTATION

Representation, consultation and expert testimony in disciplinary matters and matters involving ethical issues, bar admissions and the Rules of Professional Conduct

James C. Schwartzman, Esq.

- Judge, Court of Judicial Discipline
- Former Chairman, Judicial Conduct Board of Pennsylvania
- Former Chairman, Disciplinary Board of the Supreme Court of Pennsylvania
- Former Chairman, Continuing Legal Education Board of the Supreme Court of Pennsylvania
- Former Chairman, Supreme Court of Pennsylvania Interest on Lawyers Trust Account Board
- Former Federal Prosecutor
- Selected by his peers as one of the top 100 Super Lawyers in Pennsylvania and the top 100 Super Lawyers in Philadelphia
- Named by his peers as *Best Lawyers in America* 2022 and 2015 Philadelphia "Lawyer of the Year" Ethics and Professional Responsibility Law and Legal Malpractice Law

1500 Market Street, East Tower, Suite 1800 • Philadelphia, PA 19102
 (215) 751-2863

Hope Shines for Neglected Senior Citizens

■ By Darlene David

The City of Philadelphia has a population of approximately 1.6 million individuals. Of that population, 20% of Philadelphians are 60 years-old or older, designating this city as having the second largest population percentage of older adults amongst all the cities in the United States. While 96% of older adults in the city live within the community, four percent live in institutional settings such as nursing homes, one of the many places where older populations tend to experience various forms of elder abuse. Due to the ongoing efforts of Judge Sheila Woods-Skipper, Mayor Jim Kenney issued a proclamation on behalf of the City of Philadelphia recognizing June 15 as World Elder Abuse Awareness Day. The newly issued proclamation serves to encourage citizens of all ages to support senior residents and to aid in put-

ting an end to all forms of elder abuse.

In a June 15 virtual event hosted by Bess Collier and Rosalind Karlin, co-chairs of the Elder Law and Guardianship Committee of the Probate & Trust Law Section, topics covered included the factors contributing to elder abuse, a step-by-step process for reporting abuse, and the work being done by organizations dedicated to serving older adults. Speaker Jennifer Norman, assistant director of the Older Adult Protective Services (OAPS) unit at the Philadelphia Corporation for Aging (PCA), assisted by Shani Gilmore, the executive administrator of long-term care for PCA, said that the most crucial factors contributing to elder abuse are advanced age, capacity issues, wealth and isolation.

Norman also discussed the different categories of abuse, including physical, emotional, sexual, neglect, and exploitation along with the case prior-

ity rankings. As a result, organizations like OAPS and PCA strive to offer easily accessible and confidential services 24/7, 365 days a year. Their team is made up of 55 investigators, 13 supervisors and a variety of specialists such as nurses, psychologists, intake supervisors, support staff, a care manager assistant, and more. Services include assistance with areas in protection from abuse orders, evictions, guardianships, enrollment in long term care programs and entitlements, benefits, emergency funds, and home environment work. Last year alone, OAPS carried out 4,651 investigations, had 4,440 face-to-face visits, substantiated 1,032 cases, made 92 referrals for victim support services, and ordered approximately 20,000 hours of personal care services on average per month.

Darlene David is the summer intern at the Philadelphia Bar Association.

“Last year alone, OAPS carried out 4,651 investigations, had 4,440 face-to-face visits, substantiated 1,032 cases, made 92 referrals for victim support services, and ordered approximately 20,000 hours of personal care services on average per month.”

Incorporation

and Limited Liability Company Formation

SERVICES FOR ALL STATES

**CONVENIENT • COURTEOUS
SAME DAY SERVICE**



CONTACT OUR OFFICE TODAY

Submit your request online:

www.mburkeim.com

or call **215-563-8113**

**Pennsylvania
Same-Day
Expedited
filing service
available**

M. BURR KEIM COMPANY
Corporation Service for Attorneys Since 1931

**Celebrating our
90th
year!**

M. Burr Keim Company has specialized in the preparation and filing of corporate documents and furnishing corporation and limited liability company outfits and related supplies at reasonable prices to attorneys since 1931. We emphasize courteous, convenient expeditious service and often render assistance to attorneys regarding their corporate and limited liability company organization work without charge.

215-563-8113 (Fax) 215-977-9386 | info@mburkeim.com | 2021 Arch Street, Philadelphia, PA 19103-1491 **WWW.MBURKEIM.COM**

EVENTS



FAMILY LAW SECTION SUMMER RECEPTION

Members of the Family Law Section mixed and mingled together on June 14 at Harper's Garden, kicking off the beginning of in-person events this summer with the Philadelphia Bar Association.

EVENTS

WORKERS' COMPENSATION SECTION SPRING RECEPTION AND AWARDS CEREMONY

Members of the Workers' Compensation Section celebrated the return of their Spring Reception and Awards Ceremony on June 15 at Franklin View, which honored 2021 section chairs and presented the Martha Hampton and Irv Stander Awards.



BUSINESS LAW SECTION GIANTS OF THE BAR

Business Law Section chair Evan Miller engaged in conversation with Hon. Kevin Carey (ret.) for a deeper look into his expansive career and experience in bankruptcy law on June 16 at the Loews Hotel.

EVENTS

YOUNG LAWYERS DIVISION DIVERSITY RECEPTION



The YLD Diversity Reception honored five outstanding local law student recipients; Juan Andrews, Widener University Delaware Law School, Nkora Carr, Rutgers Law School, Shelby Dolch, Temple University Beasley School of Law, Philip Han, Temple University Beasley School of Law, and Gladys Rosario, Rutgers Law School. Brenda Marrero, executive director of The Public Interest Law Center, delivered the keynote address at The Pyramid Club on June 29.



SUMMER QUARTERLY

Members heard from legal community trailblazers about their pathways to success and celebrated Justice Sonia Sotomayor Award recipient Roberta Liebenberg, 2022 Cheryl Ingram Advocate for Justice Award recipient Sara Jacobson, as well as 2022 recipients of the Eve Biskind Kloth Law Student Pro Bono Distinction Award. They also enjoyed a networking reception with their colleagues while exploring some of The Franklin Institute's most popular exhibits at the Summer Quarterly on June 21.

The Basics of Trade Secret Disputes & Non-Competition Agreements

■ By Leah Cilo

Trade secrets for most of us involve famous, almost mythical, chicken and cola recipes. But for emerging start-ups and well-established organizations, it's a real legal issue. Companies need to protect confidential information, employees need to be able to build careers, and overbroad restraints of trade need to be avoided.

On April 19, the Labor & Employment Law Committee presented a continuing legal education program entitled "Trade Secrets Litigation" that explored the basics of handling trade secret disputes and non-competition agreements.

The featured speakers included Harold Goldner from Kraut Harris, P.C.;

Daniel P. O'Meara from Ogletree, Deakins, Nash, Smoak & Stewart, P.C.; and Jennifer Platzkere Snyder, a partner at Dilworth Paxson LLP and co-chair of its Labor & Employment Group.

Near the beginning of the program, O'Meara explained that a trade secret is "information used by a company, which gives a competitive advantage because other companies don't know that information." According to O'Meara, examples of trade secrets include manufacturing processes, chemical formulas, and cookie recipes.

Throughout the program, the speakers discussed several factors that would determine the outcome of a case. One such factor is hypocrisy. O'Meara explained that when a business tries suing its former employee and the new business to which the employee has gone, the suing business can find itself in trouble if it has itself engaged in questionable conduct. For example, O'Meara mentioned a case where brokerage company Smith Barney sued another brokerage company for misconduct. The other brokerage company responded that Smith Barney had engaged in the same misconduct a few years earlier. As a result, Smith Barney's credibility deteriorated in the courts.

Another factor which the speakers mentioned is the defendant's income. O'Meara explained that judges tend to be lenient towards employees who are making \$90,000 a year. By contrast, if a defendant is half the judge's age and making twice as much as the judge herself, then the judge will be much less forgiving. Snyder added that the same principle applies regarding businesses themselves. A five-person startup will be more fortunate in court than a large-scale corporation.

The speakers also talked about the importance of mass downloads in trade secrecy cases. Specifically, according to O'Meara, mass downloads will raise suspi-

cion, and the court in question will infer that the defendant downloaded information illegitimately. Goldner added to this point by discussing an anecdote about an employee who left work with a USB drive hidden in his gym bag. The security guards found that the device was full of downloaded files. That employee's case did not go so well for him.

A fourth factor which the speakers considered is the willingness to resolve a case. The speakers discussed how cease-and-desist letters, as well as conversations between the parties, can ease tensions and help resolve conflicts before litigation. Judges and clients tend to appreciate such settlement attempts.

A final idea worth mentioning is the broader scope of practices in trade secrecy law. At the end of the program, O'Meara talked about the Defend Trade Secrets Act. He asserted that given the ongoing competition between the United States and other countries, it is essential to protect our country's trade secrets and global technological edge. Whether one agrees with O'Meara or not, it is true that trade secrecy discussions can determine the fate of our country, and others.

Leah Cilo (lcilo@paworkinjury.com) is an associate at Martin Law LLC.

Navigating the Workplace Investigation Process

■ By Mary LeMieux-Fillery

A workplace investigation can be a number of different things, but at its core it is an investigation that is done internally or externally by counsel or by an HR professional that looks into an issue brought to the employer's attention concerning one of its employees, contractors or possibly even a customer or vendor.

When an employer embarks upon an internal workplace investigation, the first critical question is to determine what is the underlying concern that is prompting the investigation. This is key because what you begin investigating does not always become the primary concern or focus once the investigation is underway. Of primary concern is an investigation into issues that could legally expose the employer to liability such as whistleblower complaints or concerns about workplace discrimination. Of secondary concern are complaints into personality

conflicts between management and employees or between employees themselves.

When an employer receives a complaint, it is best to have the employee fill out a standard form that they sign to have everything memorialized in writing, however employers must also accept and act upon verbal complaints. Because every complaint is different, you want to make sure that you don't bring old investigations into the new investigations.

The best way to figure out how to proceed with a workplace investigation is to determine how to capture the end product of the investigation and to come up with an investigation plan specific to the issues raised. The employer must consider the very granular details of the investigation, the potential witnesses to be interviewed and where the interviews are to occur. Employers should consider the bigger picture and determine what it is like to work there. To do this, the employer should interview other employees outside the scope of the investigation to get an overall sense of the workplace environment. You should ask these employees about their general overall experience in the workplace.

If conflict occurs during the course of the investigation, the employer must determine who is

the best in-house team to conduct the investigation or whether it is best to have it conducted by outside counsel. If it is the type of complaint that involves retaliation or where the employee has gone to HR in the past and nothing was done, then the investigation should be conducted by outside counsel.

It is also important to carefully consider the team that you assemble to complete the investigation because these individuals could be called later as witnesses and the reports that are completed could be introduced if the case gets to litigation. You also must make it clear to those that you investigate and interview that the results of the investigation are confidential. And, you must make it clear to the employee that you do not represent them, but that you represent the company and there is no attorney-client privilege. While private sector employees don't have an automatic right to representation by their own attorney, public employees have a right to union representation during the interview process.

Mary LeMieux-Fillery (MaryF@ericshore.com) is an associate with the Law Offices of Eric A. Shore and is editor-in-chief of the Philadelphia Bar Reporter.

The Ebb & Flow of the Labor Market

■ By **Judy Stouffer**

The Women in the Profession Committee presented a “Retention and Recruitment During the Great Resignation” CLE on May 24, featuring Fox Rothschild partner Lori Armstrong Halber. “The phrase itself [the Great Resignation] came from a professor trying to capture what was going on in the labor market. In September 2021, a record 4.4 million Americans left their jobs and that was a continuation of the trend,” according to Halber.



Why are people quitting? An Achievers Workforce Institute report indicates better compensation and benefits, better work-life balance, lack of recognition, company-personal value conflicts and a lack of strong relationships with peers. Another factor is time. Halber stated: “Time is now at the forefront of people’s minds. How and where they are choosing to spend it and is it meaningful? During the pre-pandemic era, one in 67 jobs was remote; afterward, it was one in seven. People are 2.5 times more likely to apply for a remote job and the vast majority of workers, at the very least, want a hybrid schedule. They want the opportunity to control the when, the where, and the how that they work. This

trend was beginning pre-pandemic with the rise of the gig economy. All these factors were crystalized as a result of the pandemic and have led to the Great Resignation.”

How do we retain talent? First, look at those who have left. Did everyone leave after similar periods of time? Did you lose a disproportionate number of women, people of color or another minority? Are there training and development opportunities? Is there a problem with management? According to Halber, “frontline managers are the number one reason employees hire a lawyer, go to an agency to make a complaint or unionize. I cannot say this enough: train your supervisors; [they] are your greatest asset and your greatest risk. Oftentimes, they do things because they don’t know any better without the support and training they need on what it means to manage people.”

Conduct stay interviews with current employees, asking: “What keeps you here? What motivates you? What would you like to change about your job or department? Stay interviews might help you identify legal issues, in addition to workforce or employee engagement issues,” said Halber. You can then develop tailored retention programs matching the data.

Halber also pointed out that “younger and ethnic workers find the ability to have conversations about social and political issues significant. We might need to find a way to balance harassment prevention with engagement and not necessarily assume that harassment

prevention requires that we ignore or don’t discuss the particularly important things going on in our society.”

How do we recruit talent? Most job seekers look at company reviews before applying. “So, your rating on Glassdoor matters. Job seekers consider diversity, inclusion, and belonging key factors when evaluating companies and is even higher when those job seekers are women or in a minority group. If you have an excellent reputation, you will have an easier time attracting and retaining talent. Look at your benefits and pay – are they transparent? Do you emphasize your values? Do your leaders walk the walk and talk the talk?”

Be aware of potential unconscious bias when interviewing and hiring. Manage the candidate’s experience – be respectful, courteous, responsive. Tell people if they don’t get the job. Being ghosted doesn’t feel good whether it’s your professional or personal life. It says a lot about your organization if you’re able to issue a short, polite response. People will appreciate that, and it will speak well of your brand.”

Halber also highlighted a same day CNBC article – The Great Resignation Looks Set to Continue – and included statistics from a 2022 PricewaterhouseCoopers survey.

Judy Stouffer is the law firm administrator at BKW Family Law (f/k/a Berner Klaw & Watson). She is also a past president of The Philadelphia Association of Paralegals.

SUMMER SPECIAL GET HALF-PRICE MEMBERSHIP FOR THE REST OF 2022

Become a member now and get access to benefits including:

- 3 free CLE credits to use on any 1- or 2-credit live webcast
- Significant discounts on tickets to the 2022 Bench-Bar & Annual Conference (Members save hundreds over nonmembers!)

Membership quickly pays for itself!

Don't Delay: Offer Expires on Labor Day!

**BECOME A
MEMBER NOW AT
philadelphiabar.org**



**PHILADELPHIA
BAR ASSOCIATION**

www.philadelphiabar.org

Protecting Consumers from Predatory Debt Collection Lawsuits

■ By **Bethany R. Nikitenko**

According to The Pew Charitable Trusts, the number of debt collection lawsuits more than doubled nationwide from 1993 to 2013 from less than 1.7 million to about four million. That is a rise from an estimated one in nine cases on civil dockets to one in four. Moreover, debt claims were the most common type of civil case in nine of 12 states that reported data for 2018.

From 2010 to 2019, less than 10 percent of defendants in debt collection cases were represented by counsel, according to Pew. Over the past decade, in jurisdictions with data, 70 percent of debt cases ended in default judgments.

The above is a deliberate business model implemented by junk debt buyers. Junk debt buyers purchase alleged delinquent debt in bulk for pennies on the dollar with little or no documentation of the underlying contract, the payment history or the chain of assignment, and then file small claims lawsuits to collect. I have handled multiple cases as a volunteer attorney for Philadelphia VIP on behalf of clients who have been sued by junk debt buyers. The buyers that I have encountered do not have the proper evidence or wit-

nesses to prove their cases in court and are clearly looking to get an easy default judgment or to negotiate a payment plan with an unsuspecting pro se litigant.

Common issues that I have observed in these cases include:

Authentication of Evidence — Junk debt buyers do not present witnesses in court and try to use the business records exception to authenticate evidence. Defense counsel must be prepared to punch holes in this argument.

Chain of Assignment — Junk debt buyers often fail to produce evidence that the defendant's debt was actually purchased. They oftentimes produce an agreement of sale for numerous accounts, but the defendant's account is not referenced.

Failure to Attach a Credit Card Agreement to the Complaint or to Produce It in Court — This is a breach of contract action. They must produce evidence of a contract.

Failure to Prove Actual Amounts Owed — Case law provides that they must produce all bills and not just a total amount.

Additionally, lack of uniformity in the application of the Rules of Evidence can result in vastly different out-

comes in similar cases. For example, in one case I won a judgment in my client's favor by arguing that the plaintiff did not have admissible evidence of an assignment or a debt. One month later, in a second case involving the same junk debt buyer and the same client, a different judge accepted the evidence offered by the plaintiff without any witness testimony. A judgment was entered against my client in the amount of \$2,338.99, and I filed an appeal to the Court of Common Pleas. I subsequently filed a Rule forcing the plaintiff to file a Complaint and thereafter filed extensive Preliminary Objections to the Complaint. The plaintiff did not respond to the Preliminary Objections, and the case was dismissed.

The reality of our civil justice system is that people without legal representation are at a severe disadvantage when faced with predatory debt collection lawsuits. Far too often, the unfortunate result is economic consequences that will follow them for a lifetime. I encourage all counsel to do the important pro bono work of protecting consumers from these legally deficient claims.

Bethany R. Nikitenko is a partner at Feldman Shepherd Wohlgeleinter Tanner Weinstock Dodig LLP.

PRO BONO SPOTLIGHT SERIES: THE HOMELESS ADVOCACY PROJECT

Supporting and Building Lasting Partnerships

■ By **Josh Materese**

If you ask most lawyers who are not actively engaged in pro bono work where their reservations lie, the answer is almost never a lack of interest. Instead, they cite concerns over time and capacity, or apprehension about taking personal responsibility for clients — particularly at-risk clients — in subject matters or areas of the law that are outside of their comfort zones.

We confronted the same concerns about a year ago, just before we expanded our pro bono group. How could we best prepare our lawyers to help the most vulnerable communities in ways that were meaningful, effective, and outside our areas of expertise? The Homeless Advocacy Project's (HAP) SOAR Project was the perfect fit.

HAP provides free legal services to Philadelphians experiencing or at risk of homelessness. Volunteers with HAP's SOAR (SSI, Outreach, Access, and Recovery) Project work to secure their clients' life-altering federal disability benefits on an expedited basis. In almost all cases, these individuals suffer from extensive mental health conditions, such as PTSD, bipolar disorder,

schizophrenia, or chronic depression. They need help, and they need it quickly.

HAP has had tremendous success since SOAR's inception, delivering benefits to over 3,000 Philadelphians. This success stems in large part from HAP's well-organized and clearly defined process, as well as the premium they put on supporting and mentoring their volunteers throughout cases.

Our experience has certainly borne this out. At the outset, HAP provided our lawyers with a training run by several of HAP's most experienced advocates, including Patrick McNeil, who has become our close ally. HAP also created a step-by-step online guide through the lifecycle of a SOAR case, complete with all the necessary case forms and materials. From there, HAP provided (and continues to provide) weekly "office hours"—time Patrick has set aside for our lawyers to meet (virtually) and talk case-specific strategy or about roadblocks they are facing.

These tools have been invaluable to our lawyers' experiences and made us comfortable and confident advocating for their clients. And there is no shortage of direct client contact, which is an immeasurable

benefit for junior attorneys, who can run cases from start to finish. Moreover, because the typical lifecycle of a SOAR case is 60 to 90 days, it not only promotes engagement and participation, but means advocates are able to deliver tangible results quickly.

All of this is not to say that this work is easy, substantively or emotionally. The cases are challenging, and the clients have experienced unimaginable trauma. No two stories are the same. But because of the emphasis that HAP places on educating and guiding volunteers, particularly at the get-go, whatever hours lawyers can contribute are spent not on logistical complications, but on building a relationship with their clients and making a difference on a recurring basis. The results are real. Through our partnership with HAP, we have secured thousands of dollars in monthly benefits for our clients and look forward to continuing to serve.

Josh Materese graduated from Temple University Beasley School of Law in 2012 and is a partner at Kessler Topaz Meltzer & Check, LLP, a national plaintiff-side litigation firm.

Radicchio Revisited

By Lee Schwartz

What is perhaps the worst news you can hear when it comes to one of your favorite restaurants? Either it didn't survive the pandemic, or the restaurant has been sold. That is what happened with one of our go-to favorites, Radicchio. We had heard that Radicchio was a casualty of the pandemic and was sold. This was very sad news. Because of that, we hadn't even thought of going for over a year.

Recently on one afternoon, my Trusted Companion suggested we try Radicchio under the new ownership. We were prepared for the worst, but hoped for the best.

You might understand our utter amazement when the first person we saw table side was our favorite waiter from before, who handed us a menu with exactly the same dishes as before the sale. What a stunning shocker. We spoke to the waiter and he told us, yes, Radicchio had been sold, however, they were serving the exact same menu selections as before the sale. We were so excited, and boy, had we wasted a year in not going to the restaurant.

For those of you who haven't been there for lunch or dinner, you simply must go.

As before, Radicchio has an off-the-menu set up of beautiful Pecorino cheese, cut in large chunks, with those same firm, beautiful, large green olives. Paired with your Piedmont or Tuscan red, it is a lovely way to start your evening.

Still available and just delicious is the warm mozza-

rella and mushroom appetizers, which are also not on the menu. My Trusted Companion enjoyed the warm white beans with grilled shrimp, asparagus, and radicchio. They also serve grilled octopus and calamari as appetizers, but will do a "half and half" if you ask.

Radicchio has a nice assortment of pastas to choose from, and one order serves as a delicious intermezzo

for two people between the apps and the main course. We particularly love the pasta and mushrooms as well as the spaghetti Positano, jumbo lump crabmeat, oil, garlic, arugula, and fresh tomatoes.

The dover sole is still the best sole in Philadelphia per our taste buds. It is fileted immediately upon cooking (you'll get to approve the fish after it is cooked and before fileting), is simply cooked and then a finish of oil and lemon makes it simply divine. Often

there is a veal chop or Veal Milanese on the menu. If the Milanese is on the menu, jump on this offering. It is pounded thin and pan fried, topped with a mound of arugula and artichokes. Oh baby, oh baby. The grilled salmon is also done very nicely, topped with asparagus, fresh tomatoes, balsamic vinegar, and olive oil. It is one of my favorites.

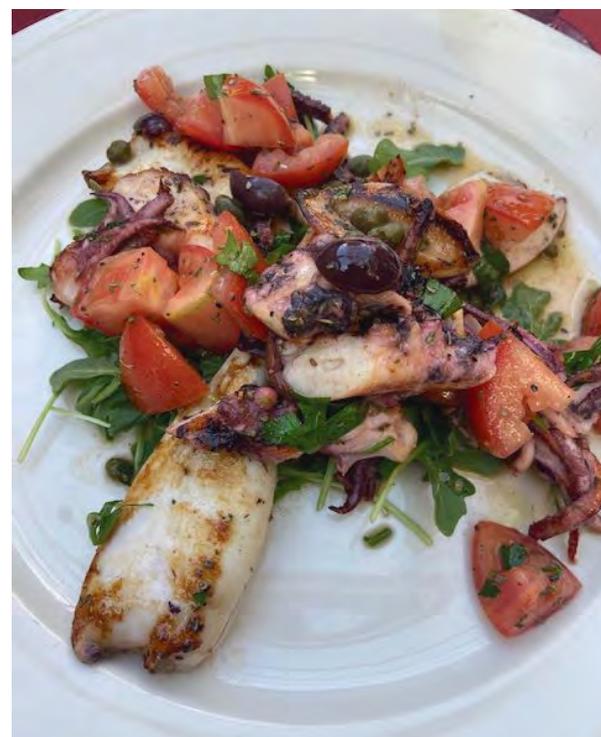
Gelato, tiramisu, and cannoli are generally winners for dessert. Service is outstanding. We rate this a five-star experience. Radicchio is located at 4th and Wood. There are no reservations accepted. Seating is both indoors and outdoors. We really think you'll love it.

Lee A. Schwartz (LAS@LeeASchwartz.com) is the owner of Schwartz Law Firm, LLC.

QUICK INFO

Where: 402 Wood Street, Philadelphia, PA 19106

Website: <https://www.radicchiophl.com/>



Register at philadelphiabar.org and keep checking the CLE and Events calendar for more CLE and events added daily.

Law School Outreach Committee

Private Meeting
July 6 at 10 a.m.

State Civil Executive Committee

Private Meeting
July 6 at 11 a.m.

State Civil Litigation Section Town Hall

July 6 at 12 p.m.

Criminal Justice Executive

Private Meeting
July 6 at 12:30 p.m.

Municipal Court Committee

July 6 at 4 p.m.

Law School Outreach Summer Panel Series: Criminal Law and Prisoners' Rights/Sentencing

July 7 at 12 p.m.

ADR Committee of the Family Law Section

July 8 at 12 p.m.

Family Law Section Meeting

July 11 at 12 p.m.

Business Law Executive

Private Meeting

July 12 at 12 p.m.

Labor and Employment Law Committee

July 13 at 12 p.m.

Appellate Courts Committee

July 13 at 12 p.m.

Large Firm Management Committee

Summer Associate Event
July 13 at 5:30 p.m.

Law School Outreach Summer Panel Series: Professional Development - Cultural Humility in Public

July 14 at 12 p.m.

Legislative Liaison Committee

July 14 at 12 p.m.

Education Law Committee

July 14 at 12 p.m.

Diversity Advisory Panel

Private Meeting
July 15 at 9 a.m.

The Philadelphia Lawyer Editorial Board

Private Meeting
July 15 at 12:30 p.m.

Public Interest Executive Committee

July 18 at 12 p.m.

Cabinet

Private Meeting
July 19 at 12 p.m.

Diversity Committee of the Probate and Trust Law Section

July 19 at 12 p.m.

Employee Benefits

July 19 at 12:30 p.m.

Foundation Board

Private Meeting
July 20 at 8:30 a.m.

YLD Cabinet

Private Meeting
July 20 at 9 a.m.

LGBTQ Summer Associate Reception

July 20 at 5:30 p.m.

Law School Outreach Summer Panel Series: Policy and Impact Litigation

July 21 at 12 p.m.

Family Law Executive

Private Meeting
July 21 at 12 p.m.

Social Security Disability Benefits Committee Happy Hour

July 21 at 5:30 p.m.

YLD Executive Committee

Private Meeting
July 25 at 12 p.m.

Real Property Executive Committee

July 26 at 12 p.m.

Diversity in the Profession Committee

Private Meeting
July 26 at 5:30 p.m.

***** This CLE is eligible to be taken for free as part of the six free CLE credits given to members in good standing. To take advantage of this benefit, enter your promo code at checkout. For questions, contact us at 215-238-6300.**

LGBT Rights Committee

July 27 at 12 p.m.

*****CLE - Powered by AI: Understanding the Benefits of Artificial Intelligence Across the Discovery Spectrum**

July 27 at 12:00 p.m. - 1:00 p.m.
1.0 SUB CLE credit – SPEAKERS LIVE via WEBCAST

LRIS Committee

Private Meeting
July 28 at 8:30 a.m.

Law School Outreach Summer Panel Series: Using the Bar Association and Other Networks and Resources to Expand Your Public Service Career

July 28 at 12 p.m.

Criminal Justice Section

July 28 at 12:30 p.m.

Board of Governors

July 28 at 4 p.m.

Young Lawyers Division Annual Affinity Bar Quizzo

July 28 at 5:30 p.m.

Former Chancellor's Advisory Panel

Private Meeting
July 29 at 8 a.m.



For questions regarding Philadelphia Bar Association CLE, contact Director of Continuing Legal Education Tara D. Phoenix at 215-238-6349 or tphoenix@philabar.org.

Key Points for Planning Your Retirement

Planning for retirement is not easy for a successful and busy lawyer. Whether you intend to retire soon, or not retire at all, it will take time to prepare for a smooth exit from practice. Retirement is not an event; it's a long-term process. The preparation takes a lot of work, and it cannot be completed overnight.

For more, visit <https://insurancefocus.usiaffinity.com>.

For more information about insurance, visit the Philadelphia Bar Association Insurance Exchange at www.usiaffinityex.com/PhiladelphiaBar. For Lawyers'



PhiladelphiaBar. If you'd like to talk to someone about insurance and benefits options for Philadelphia Bar Association members, call USI Affinity Benefit Specialists at 1-855-874-0267. For over 75 years, the

Professional Liability and other business coverage, you can continue to visit the regular Philadelphia Bar Association Insurance Program website at www.mybarinsurance.com/

divisions of USI Affinity have developed, marketed and administered insurance and financial programs that offer affinity clients and their members unique advantages in coverage, price and service. As the endorsed broker of the Philadelphia Bar Association and more than 30 other state and local bar associations and with more than 30,000 attorneys insured, USI Affinity has the experience and know-how to navigate the marketplace and design the most comprehensive and innovative insurance and benefits packages to fit a firm's individual needs.

Lawyers Can Reduce Overwhelm by Delegating

By Jared Correia

Attorneys are top performers in almost anything they do. Usually, they sat at the top of their classes throughout high school, college, and law school. Many attorneys become highly effective legal practitioners after entering practice. With that in mind, it's perhaps not surprising that lawyers think that they can do anything, and likely at a higher level than many other people. Honestly, it's probably true, but it's a trap.

Lawyers who endeavor to do everything, especially solo and small firm lawyers, tend to become overwhelmed and suffer from burnout precisely because they try to do it all rather than focusing on the practice of law, and delegating the related work.

If you're feeling like you've got too much on your plate, it's time to consider whether you can reduce your portion. After all, the attorneys that prac-

tice 'at the top of their law licenses' equal those who spend as much time as possible working on, or acquiring, high-value cases, and make the most money.

Making more money, while also experiencing less stress? Sounds too good to be true, right? But it can be achieved if you delegate effectively within your law firm.

There are three primary ways that attorneys can delegate work:

Delegating Non-Substantive Work

The easiest thing (in theory) for an attorney to do is to delegate work that they don't specialize in to other professionals. Again, the thesis of 'practicing at the top of your law license' means that you lean into your specialty. You can probably figure out your own taxes and can likely troubleshoot your own technology issues, but you could just hire an accountant or an IT firm to manage those things for you instead. Because those vendors tend to charge less per



hour (on average) than attorneys do, you're effectively making money every time you delegate such an operation; the math just works. The first step here is to identify the 'non-legal' work you're doing. Once you've done that, begin to lop away at it by finding competent outside vendors or internal staff who can perform that kind of work instead.

Delegating Substantive Work

The hardest thing for attorneys to do is to delegate substantive legal work. That's where the training comes in and where the average lawyer hangs her hat. Giving that, or portions of it, away is difficult. There are certain substantive tasks that lawyers get paid the most for like establishing a case strategy or final-

izing documents. In that context, there's plenty for associate attorneys or administrative staff to do like research tasks, generate documents or meet with clients. The first step is to create substantive case workflows and to assign individuals specific tasks.

Using Technology

If you can create workflows, you can automate certain aspects of those operations. Document assembly tools can help law firms to build from templates, intake software can automate specific interactions, and legal billing programs can capture time automatically.

Jared D. Correia is the founder and CEO of Red Cave Law Firm Consulting. If you want to learn more about building a modern law firm, the Philadelphia Bar Association now offers discounted law practice management consulting services from Red Cave Law Firm Consulting. Get started today.

Stand Alone HRAs: A Fit for Your Group?

Regulations passed in 2019 permit employers regardless of size to offer an individual coverage Health Reimbursement Arrangement (ICHRA) as an alternative to offering a traditional health insurance plan. The versatility of an ICHRA, employees can utilize pre-tax dollars to purchase health care coverage or pay for qualified medical expenses, such as out-of-pocket costs like deductibles and coinsurance.

Although an ICHRA is available for groups of any size, it's up to each employer to determine if the ICHRA presents a



strategy that will work for their particular circumstances and benefit objectives. Over the first two years of its existence, these programs have become increasingly popular as an alternative to the traditional, direct contribution model.

An employee who elects to participate in an ICHRA offered through their employer must enroll (along with

any covered dependents) in either individual health care coverage (through the Marketplace or through a private plan) or in Medicare Parts A (Hospital Insurance), Part B (Medical Insurance) or Part C (Medicare Advantage). Short term plans and limited benefit programs like dental or vision do not fulfill these coverage requirements.

It is necessary that coverage in one of the required programs start by the time the employee's individual ICHRA begins. And if the employee and any dependents are already enrolled in individual health

insurance coverage at the time their ICHRA becomes effective, there's no need to change that coverage. Likewise, if someone is already enrolled in Medicare Part A, Part B or Part C, their enrollment will satisfy the ICHRA requirement.

The Philadelphia Bar Association offers its members access to My Benefit Advisor as a solution for employee benefits, including voluntary offerings. For more information about My Benefit Advisor, visit our website at philadelphiabar.mybenefitadvisor.com or contact Ray Keough at (610) 684-6932.

People



Giordano

Feldman Shepherd is pleased to announce that attorney **Patricia M. Giordano** has been elected as president-elect of the New Jersey Association for Justice (NJAJ) for the 2022 through 2023 term and will be installed on June 9, 2022. Under the association's by-laws, she will automatically become president of NJAJ for the 2023 through 2024 term. At Feldman Shepherd, Giordano's practice focuses on birth and neonatal injury and medical malpractice cases.



Powell

D. Deone Powell has joined the Vanguard Charitable leadership team as the inaugural general counsel and chief legal officer. This is a key strategic hire for Vanguard Charitable, as it supports the organization's long-term strategy of bringing critical legal expertise in-house to further its mission and increase donor impact.



Seme

She concentrates her law practice in the areas of premises liability, products liability, construction and other insurance defense related matters.



Vuu

Rawle & Henderson LLP is pleased to announce that **Jennifer L. Seme** and **Suchi Vuu** have joined the Firm. Seme has joined the firm as an of counsel in the Philadelphia office. She concentrates her law practice in the areas of products liability, construction liability, commercial motor vehicle and casualty groups. Vuu joined the firm as an associate in the Blue Bell office.



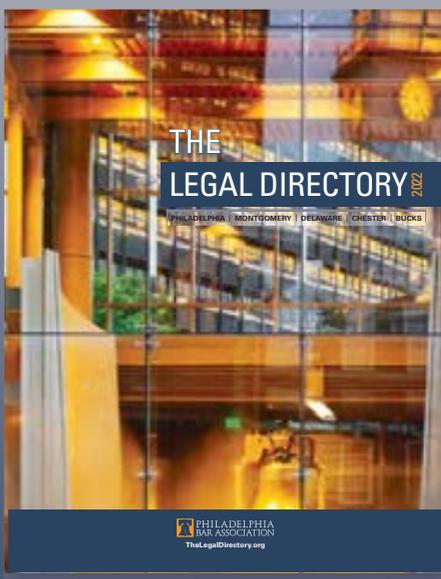
Sachs

Robert L. Sachs, Jr., has been appointed by Order of the Pennsylvania Supreme Court as a member of the Pennsylvania Board of Law Examiners. Sachs is the principal of the Philadelphia plaintiff's complex personal injury firm, Shrager & Sachs. His practice focuses on medical malpractice, nursing home negligence, and other catastrophic personal injury matters.

“People” highlights news of members’ awards, honors or appointments of a community or civic nature. Send news to Diana George at the Philadelphia Bar Association, at dgeorge@philabar.org.

THE LEGAL DIRECTORY 2022

PHILADELPHIA | MONTGOMERY | DELAWARE | CHESTER | BUCKS



The official Directory of the Philadelphia Bar Association

This trusted resource has been the #1 choice for attorneys, legal staff and businesses for over a century and is available in three formats: print, online and mobile, to use when you're "on-the-go."

The 2022 Legal Directory has over 17,000 attorney listings and 1,600 law firm listings. It is conveniently indexed so you can effortlessly find what you're looking for in the Philadelphia, Montgomery, Delaware, Chester & Bucks County areas. Each listing is complete with name, full address, phone, fax and email.

Print & online bundle: \$156.00



Order your copy today at: <https://www.lawcatalog.com/ld.html> or Please call: 877-807-8076