

YLD News

The newsletter of the Illinois State Bar Association's Young Lawyers Division

Are young lawyers less civilized?

BY MARIE K. SARANTAKIS

“Civility costs nothing, and buys everything.”

—Mary Wortley Montagu

What is civility?

Civility is an art, attitude, and behavior. It is the act of being able to politely disagree during discourse and the ability to remain respectful in the midst of a tense situation. Moreover, it is resisting the impulse to react based on

emotion. Consequently, those who are civil make others feel comfortable, heard, and respected. They are disciplined and keep greater end goals in sight.

Why should a lawyer be civil?

Our work, by its very nature, is adversarial. As attorneys we have an obligation to zealously represent and defend our clients' interests. We argue

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Join us for the Annual Bean Bag Tournament

BY BRYAN WILSON

Please join us at the YLD's Annual Bean Bag Tournament on Saturday, April 16 to show off your bean bag tossing skills while supporting the ISBA/YLD Children's Assistance Fund. This fund provides grants to organizations throughout Illinois related to children and law. Over the past sixteen years, the Children's Assistance Fund has distributed nearly \$300,000 in grants, due, in large part, to the support and

participation in events like the Bean Bag Tournament. We hope you help us continue this tradition of giving by joining us this year at our new location—Joe's Brewery in Champaign!

The Young Lawyers Division has not hosted an event outside of Chicago for many years. It is our hope that this event will be a huge success so that we can continue to have events outside of

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How to be a considerate advocate without ever representing a client

BY JENNIFER A. HAASE

It is never easy to deliver bad news to a client. It can be a setback when a motion is lost and devastating when a jury finds for the opposing party. But what about when you haven't even gotten out of the gate? What about when you don't have a solid relationship with the client to get you through the difficult ruling? I'm referring to medical negligence cases where you are required to have an expert doctor provide their curriculum vitae in addition to an affidavit stating the case has merit.

For a scenario where there is a motion lost or a ruling that is not favorable to your client, it is easier to show evidence of how hard you worked, what arguments you made to the Judge, and how you will adjust the plan of attack moving forward. In the difficult scenario where a case is lost, your client will know from the trial how hard you worked and will have seen what happened. These scenarios provide tangible reasons that can make the blow—if not easier—at least understood.

In a scenario where you have a potential client come to you with medical records, it can be hard to determine whether there is a causal link between the hospital or doctors and the damages. If in your preliminary investigation you decide the records warrant a review by a medical professional, it can be difficult to explain the process to a new client and that although you support the case to the extent that you can, it may not ever get off the ground. Regardless of how realistic you portray the outcome, you are put in the position of trying to ensure the client doesn't get their hopes up but not squelching his faith in you as his advocate.

Depending on the type and amount of medical records, it can take quite some time to locate a pertinent expert and then give the expert adequate time to review the

records. In the meantime, you will want to continue to reassure the client while still maintaining realistic expectations. Once the expert comes back with an answer, it can be difficult to deliver the news that they will not provide an affidavit stating there is a meritorious claim. Most often this is due to the doctor following the standard of care within a reasonable effort despite an unfortunate injury to your client. It may be useful to obtain a second opinion, but you will still need to inform your client that at least one expert does not believe the case can move forward. The process of waiting for an answer that is entirely out of his control can be really damaging to the client. It is often difficult for people who are clearly suffering to understand that our legal system requires more than just damages. As we know too well, there must be a link and without being a medical expert ourselves there is no way to speak to that element with complete certainty. We have to place our trust in an expert to thoroughly and accurately evaluate the records.

In some ways, the process has its obvious advantages of not clogging the court system with frivolous claims, ensuring that money is not expended on cases that will never get to a settlement or trial because they will fall apart and ensuring doctors are not frivolously prosecuted, but it is also meant to safeguard the attorneys and even the plaintiffs. Requiring an expert's affidavit prevents the clients from the long process of litigation that will never result in their favor.

None of this will console your client who is now left to deal with his injury without his day in court. In some small way, you as an attorney, still have to walk them through this time despite never having a real opportunity to advocate for him. There

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Are young lawyers less civilized?

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for a living. Essentially, we function as middlemen between parties because we possess the specialized training and prudence to articulate well-reasoned arguments, rather than display base emotions. In order to be heard, and successfully achieve our clients' ends, we must never compromise our composure or decency.

Civility is not a notion that is confined to collaborative lawyers, but applies with equal, if not greater, force to litigators who must necessarily remain conscientious of their courtesy to the Court, opposing parties, and their own clients. All lawyers should exercise sound moral judgment and be concerned with their professional reputation. We have been entrusted with an intrinsic duty to maintain a sense of decorum to the Court and the public-at-large when acting as officers in the administration of justice.

Are young lawyers less civil than their predecessors?

Numerous jurisdictions are recognizing and lamenting the deterioration of civility in the legal profession. Some may be tempted to attribute this decline in courtesy to the influx of newly minted Millennial attorneys to the profession. However, incivility is not a new problem nor is it unique to professionals under the age of 35. Be that as it may, here are four reasons why Millennials may be at risk of being perceived as, or be vulnerable to, behaving less civilly:

Four factors affecting the perceived civility of young lawyers

(1) We Were Raised in a Different Era of Cultural Norms

Contemporary society is becoming increasingly informal. As Millennials, many of us have grown up in a world much less structured than our predecessors. It is not that we consider civility to be anachronistic or dispensable, rather we may be wrongly perceived as not paying homage to traditions and etiquette which we don't

know to exist. A Millennial may not be aware of what behaviors are expected by prior generations if they have not had much experience and/or mentorship.

(2) We Communicate Differently

Smart phones and e-mail have drastically altered the way all of us communicate. For Millennials, a text message is an acceptable and efficient way to make contact, whereas for a Baby Boomer, this may be perceived as an impersonal and water-down cop out to a real conversation. While we can debate the merits of what constitutes ideal communication, both sides can agree that there is less accountability and more room for miscommunication when we don't directly talk to and/or see the other party. Accordingly, older lawyers may find a younger lawyer's mode of delivery to be disrespectful due to its form, rather than its content or intention.

(3) We Aim to Zealously Represent Our Clients

Model Rule 2.1 demands that attorneys zealously represent their clients. This seems difficult to reconcile with behaving civilly. However, Comment 1 of Model Rule 1.3 makes it clear that, "[t]he lawyer's duty to act with reasonable diligence does not require the use of offensive tactics or preclude the treating of all persons involved in the legal process with courtesy and respect." Learning to delicately balance zealous representation of a client with maintaining civility and politeness towards an opponent can be a challenging task in the early stages of one's legal career.

(4) We are Inundated with Dramatic Impressions in the Media

There is no shortage of legal dramas on television or the big screen. These sensationalized portrayals can have an influence on an impressionable student navigating what it means to be a good attorney.

These are a few of the many reasons cited in common discourse which may

potentially be influencing a new lawyer's understanding of civility. Whether these arguments have merit and to the degree that they impact a young attorney's behavior is debatable.

Irrespective of how civilly new attorneys behave, and why this is or is not so, it is a laudable objective that all attorneys should aim to conduct their work in a principled and upstanding manner. Accordingly, here are five ways in which an attorney can enhance his/her professionalism:

Five ways new attorneys acquire and exhibit civility

(1) Gaining Experience

A new lawyer may receive mixed messages as to how they are expected to behave and what is proper. Over time, this usually irons itself out. It becomes apparent that it is a disservice to your client and self to behave in a boorish and abrasive manner. Conversely, it becomes glaringly evident that the old adage, "*you catch more flies with honey than with vinegar*" reigns true.

(2) Being Present

We must to make an effort to be more present, both physically and mentally. Rather than sending an e-mail or text we can reach out to call or visit the other person. Granted this is not always possible or expeditious, but we must be aware that sterile written words lacking inflection and tone will always pale in depth and connection to those which are personally spoken.

Moreover, when we are engaging with someone, we need to focus on what they are saying and feeling and not simply inwardly preparing our response. As attorneys, that may be difficult for us to do because we are taught to always be prepared and focus on our goals while cutting out outside noise.

(3) Attending Professionalism CLEs

While new attorneys need to focus their resources on learning the substantive law

and procedures of their trade, it is also imperative that they learn the unwritten rules of professional conduct, which may also potentially have a significant impact on their work.

(4) Securing Mentorship

We subconsciously learn from others how to approach disputes and resolve conflicts. Our base instincts are tempted to resort to rudeness and tantrums, but as we mature, we learn that we are more likely to be heard and get our way if we behave reasonably and respectfully. We come to this realization not only through our own trial and error, but also by acting as an observer. The opportunity to witness how a seasoned practitioner handles tribulations is invaluable.

(5) Practicing Reflection

Inevitably we will all encounter, a hot-headed lawyer who sends an infuriating and accusatory e-mail, while CCing

half of the western hemisphere. After reading it the scene is ripe to prepare your emotionally charged response. In such a situation, it is best to resist the temptation. Ultimately, civility is within us, but sometimes it may not be our primal response. If it is appropriate to respond, wait a few hours, and do so in a matter-of-fact but polite manner. You can best defend your reputation, and dismantle the other side's assertions, by remaining above the fray.

At the end of the day, civility comes down to one thing, being nice. It's the right thing to do. By behaving civilly you are likely to not only gain more respect, but also lend greater credence to your voice. Civility benefits you, your clients, and the legal profession. ■

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for The Examiner specializing in generational studies. Ms. Sarantakis currently serves as a member of the Illinois State Bar Association's Young Lawyers Division, Family Law Section Council, and Special Task Force on Rule 711.



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Join us for our Annual Bean Bag Tournament

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Chicago and support the growth of young lawyers throughout Illinois.

Please register your team and come join us in Champaign!

What: Open bar, warm appetizers and an afternoon full of friends and friendly competition!

When: Saturday, April 16, 2016 from 3:00 pm to 7:00 pm

Where: Joe's Brewery 706 S 5th Street, Champaign, Illinois 61820

Cost: \$25 / person for tickets purchased online through Wednesday, April 16
\$35 / person for tickets purchased at the door
\$65 per two-member team (team fee includes two wristbands and entry in the Bean Bag Tournament).

All teams must be registered by Wednesday, April 13. Online Registration will also close April 13. ■

How to be a considerate advocate without ever representing a client

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is no "we gave it our best shot," "we'll revamp our argument to align with the Judge's ruling," or "I'm not sure we can win this, but it's your call whether you want to move forward." None of these can reassure your client. He is now left to move forward with his life without having had a chance to present his case to a jury. It can be just as heartbreaking, if not more, than a true loss because this person has no closure.

It is useful to have these hard conversations in person although it is important to respect the time of the injured party. Instead of him driving to your office for the meeting, you should meet at a coffee shop that is convenient for him. Schedule the meeting for when you have ample time to address his concerns because this will be a very difficult moment for him, and you don't want to further the blow by having to leave to

meet other obligations. Some people will not want to talk, and it will be a short meeting; regardless of how he reacts, follow his lead. If he needs a lot of time, give it to him; if he would prefer to process it alone, keep it brief and offer he contact you if he needs clarification.

It is also important to always reiterate the expert's opinion in writing. The injured party will have a lot of thoughts and questions convoluting the conversation, so it is courteous to detail it in a letter for their records that you either provide at the meeting or will send shortly thereafter including answers to questions that were raised when you spoke. End by offering that he can contact you if he needs any further clarification or if questions arise, and apologize for not having an opportunity to advocate for him. ■

Using the cloud to streamline your practice and reduce IT costs

BY TRACY A. BRAMMEIER

With our cell phones glued to our hands, young lawyers are comfortable with today's technology. We are more than familiar with the concept of the cloud, using Google Drive to safeguard personal documents, and binging on Netflix on Sunday afternoons. As we build our careers, we also can use the cloud to streamline our practices and reduce IT costs.

Traditionally, software (e.g., Microsoft Office) is loaded onto hardware (e.g., a desktop) where files are stored. But what if you spill coffee all over your computer, or a flood destroys the power cables, frying your hardware, and you haven't backed up to your external hard drive in over a week? What if you need quick access to your files from another state, or need to contact your office while out of the country without racking up international charges?

My husband, Brian Brammeier, runs a managed services IT company, so I turn to him whenever I want to know how I can use technology to make my life as a lawyer a little bit easier. He explained there are four key cloud-based business solutions: servers, hosted phones/voice over internet protocol (VoIP), hosted applications, and managed services.

Servers

A few models of cloud servers are relevant to the modern law office. The best option is based on an evaluation of your office and its needs.

First, Infrastructure as a Service (IaaS), means moving existing servers into the cloud. Someone else maintains the hardware, but you control the software on the server. For example, while you still need to stay on top of Windows updates, you don't need to worry about hard drive replacement, cleaning, or dependable power supply and backup. Examples of IaaS systems are Microsoft Remote Desktop (RDS) and Citrix.

The next level is Software as a Service (SaaS). With SaaS, you're renting the software without server ownership or maintenance. Examples of SaaS include Microsoft's Office365 and Westlaw – you never worry about hardware or software failure or maintenance. You just log in.

Finally, you could keep all your servers at your office and use the cloud as part of your business continuity plan and disaster recovery solution. "In the case of an office fire, flood, burglary, or ransomware virus, all your servers could be spun up in the cloud and everyone could continue working remotely until services could be restored," said Brian.

VoIP

Hosted phone systems, or VoIP, provide phone service through the internet, through either a dedicated or a shared connection. Brian explained benefits include "business continuity, easy growth, the economic advantage of piggy-backing on other hosted applications, connection of all home and office locations, and maintenance and software upgrades." For example, your phone system could be set up so that whether you call from your house, cell phone, or satellite office, the recipient's caller ID shows your main office name and number.

VoIP also adds to your business continuity plan. If your office loses power or becomes unavailable, VoIP allows you to seamlessly make and receive office phone calls from anywhere. You can have one centralized switchboard for all of your office locations, and bringing your VoIP phone to China means calling back to the United States is free.

Applications

By hosting your apps in the cloud, you can avoid high upfront expenses and pay only for what you actually use. In the

old scenario, your office hires three new people, purchasing three computers and three copies of Microsoft Office. When one person leaves six months later, you're left with that copy of Microsoft Office on that computer. Two years later, that version of Office is out of date, so you need to purchase new versions for the other employees.

Now, business applications such as your Microsoft Office suite may be scaled to the size of your staff at any time using cloud based applications. For example, Microsoft Office365 is a monthly subscription tied to the user, not the computer. Each user is licensed for up to five installations of Microsoft Office. In the new scenario, your office hires three new people, and adds three new monthly subscriptions to the Microsoft Office365 plan. "Those people are able to load Office onto their desktops, laptops, and tablets. They never need to worry about updating the software because they always have the latest versions," said Brian. And when one person leaves six months later, you can simply drop that person from the subscription.

Using cloud apps has other benefits. For example, you can work on documents offline, such as on a plane. When you land, the apps will automatically sync and save your changes to the cloud after you regain an internet connection. Meeting applications such as Word 2016 allow participants to view documents and presentations together in real-time. Skype for Business gives the ability to conduct a video meeting without expensive A/V equipment.

Managed Services

Simply put, managed services let you focus on your legal practice. Instead of reacting to a problem or failure and wasting billable hours by calling Microsoft or a local "fix-it" guy and setting up an appointment,

the managed services provider works to prevent the problem or provide an immediate response to a failure, reducing down time. “It’s a full IT department available when you need them through the cloud. Using a managed services provider is akin to hiring an IT director and a few engineers, and buying and building a helpdesk ticketing system and a remote access platform,” Brian said. The managed services provider can see in real-time

all critical parts of your IT ecosystem. For example, the provider monitors the health of desktops and servers, whether backups are working properly, and ensures currentness of security patching. “Basically, we correct issues before they become problems,” Brian explained. More advanced managed service providers can use predictive analytics to recognize and prevent a pending technical failure.

The cloud allows the ability to quickly

and easily access your files anytime, anywhere. The cloud also provides resiliency and built-in redundancy when disaster strikes—the latest versions of your files are always available, even if you lose your laptop or spill coffee all over your computer. Finally, the cloud allows for economic efficiency by offering the products and quantities you need as you need them. ■

Building a working wardrobe

BY PRISCILLA SINGER

Whether you work at a small law firm, for the government, or in a large corporate setting, building a functional work wardrobe is a must, not only because of the way it makes you look, but the way it makes you feel. Your work wardrobe should make you feel confident, comfortable, professional, and ready to take on the day. Here are a few tips for the young attorney’s closet:

Invest in basic key pieces

Start with the absolute basics – a suit, shirt, and shoes. Navy and grey are the most versatile suit colors and work well to combine with other pieces. You probably already have at least one interview suit so it is worth investing in another suit that fits your frame to diversify your wardrobe. Because your suits will be some of your more formal pieces, it’s a good idea to invest in quality suits that you’re willing to take care of properly.

Once you’ve tackled your basic suits, invest in a few neutral colored tops or shirts. Whites and blues are essential for any work wardrobe and can easily be mixed with grey, navy, and black suits.

An essential not to be overlooked is shoes. Shoes can easily make or break an outfit and round out your overall look. Brown or nude shoes with navy or grey suits, and black shoes with a grey suit work well. Proper sizing and quality shoes are vital to a neat and professional appearance.

Look around at what other people are wearing

Before investing in a wardrobe, look around and observe your job’s culture. Seeing how everyone else dresses will give you plenty of ideas on what’s expected of your own work wardrobe. Even if your company doesn’t have a firm dress code, chances are that everyone at your job follows some kind of a wardrobe pattern. Does everyone wear a suit everyday? Then maybe it is worth investing in a few more suits with alternating shirt colors. Does your office observe casual Fridays? Then maybe it is worth investing in a few business-casual outfits.

Buy multiples of the pieces you love

The best wardrobe advice I’ve ever been given is when you love something you’re wearing, buy at least one more of the same piece. With rapidly changing fashions and an increasing amount of retailers, it’s often difficult to find the same piece twice once you’ve waited too long to repurchase an article. Even more classic staples will experience fabric changes, color changes, or at worst, end up discontinued. So if you’re able to find basics that you love, fit you well, and are reasonably priced, try to buy at least one more of the same exact piece or even buy multiple colors of an article of clothing. You definitely will not regret having two of your favorite pair of pants

or the same shirt in three different colors when you know that they work for you and your wallet.

Know when to splurge and when to scrimp

It may be worth splurging on a few key pieces and shoes to go along with them, but you’re likely to get away with scrimping on some accessories.

For ladies, fashion jewelry can be found at almost any retailer and doesn’t have to cost a fortune to accentuate your appearance and personality. Fashion jewelry is also helpful in maximizing the use of your key pieces.

For men, you can begin a tie collection that can last a lifetime by selecting silk ties in solid colors or traditional patterns that coordinate with your suits, shirts and socks. Understated patterns that speak to your personality can be a great addition to your appearance.

Personalize your wardrobe

Personalizing your wardrobe is key to feeling comfortable and confident at work. Personalizing your wardrobe is easiest with accessories such as fun, jazzy tights to wear with skirts, or quirky socks to wear with trousers. Along with being the more inexpensive part of your wardrobe, accessories are a great way to show personality while still maintaining a professional look. ■

Mentoring in Law: Necessity & Opportunity

BY MICHAEL ALKARAKI

Without Muddy Waters, Buddy Guy may never have left Baton Rouge, let alone risen to prominence in Chicago, securing the city's place as the enduring home of modern blues. Referring to the late great Dean Smith, Michael Jordan has said, "Other than my parents, no one had a bigger influence on my life than Coach Smith," describing Smith as a "mentor," "teacher" and "second father" whom, "in teaching me the game of basketball, [...] taught me about life." The power of these relationships is recognized as so great that whether and to what degree President Obama was mentored by certain persons along his path to the White House has been fodder (unfairly, in this author's humble

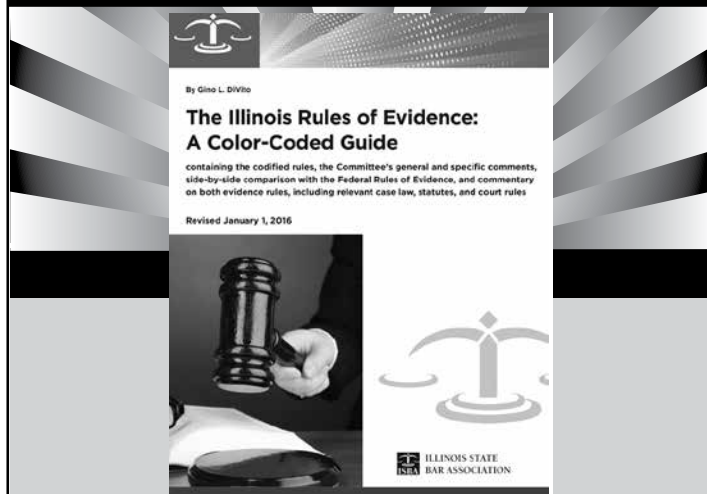
opinion) for attacks by the President's political adversaries.

Countless articles extol the virtues and reciprocal benefits of mentoring. It's such a broad subject reaching virtually every aspect of personal experience that exploring it in the abstract is impractical. Focusing even on the relatively discreet issue of mentoring in the legal profession may still leave many nuances that present challenges to detailed discussion. Nonetheless, it's clear that, at its core, mentoring is about perspective and growth – in more basic terms, knowledge and improvement. When it comes to professional development, this generally means teaching and learning what to

do, how to do it and, perhaps most importantly, why.

This is particularly significant in terms of addressing what appears to be a growing concern among legal employers – namely, that new lawyers are not "practice ready." More often than not, it's the case that new lawyers do in fact possess the skill set needed to hit the ground running, but simply lack the confidence and sense of direction that come largely through experience. An easy fix, some employers regrettably misperceive this as requiring substantial expense of time and resources. Fortunately, the organized bar is replete with resources and opportunities for both new and seasoned lawyers to communicate

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THE ILLINOIS RULES OF EVIDENCE: A COLOR-CODED GUIDE 2016 Edition

Still learning the intricacies of the Illinois Rules of Evidence? Don't be without this handy hardcopy version of Gino L. DiVito's authoritative color-coded reference guide, which is completely redesigned and updated through January 1, 2016. It not only provides the complete Rules with insightful commentary, including the latest supreme and appellate court opinions, but also features a side-by-side comparison of the full text of the Federal Rules of Evidence and the Illinois Rules of Evidence. DiVito, a former appellate justice, serves on the Special Supreme Court Committee on Illinois Rules of Evidence, the body that formulated the Rules approved by the Illinois Supreme Court. Order your copy of this ISBA bestseller today!

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**THE ILLINOIS RULES OF EVIDENCE:
A COLOR-CODED GUIDE – 2016 Edition**

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Illinois has a history of
some pretty good lawyers.
We're out to keep it that way.

and share experience and lessons learned for the benefit of the profession at large. Some examples include the following:

Illinois Statewide Lawyer-to-Lawyer Mentoring Program

Year-long mentoring program administered by “2Civility,” the Illinois Supreme Court Commission on Professionalism’s communication channel, with support from the Illinois State Bar Association and Chicago Bar Association, which pairs experienced lawyers with new bar admittees to provide guidance during first years of practice; Participants receive 6 MCLE credits, including 6 PMCLE credits, upon successful program completion. Details available at www.2civility.org/programs/mentoring/.

Illinois State Bar Association Discussion Groups

Variety of discussion groups where ISBA members can ask questions and get answers; Includes Mentor-Mentee Discussion Group, General Discussion Groups and Section Discussion Groups dedicated to specific areas of substantive law; Details available at www.isba.org/discussions.

Chicago Bar Association Group Mentoring Program

Groups new lawyers (5 years or fewer in practice) with more seasoned lawyers (8 years or more) to foster exchange of ideas, promote professional networking and tackle career challenges during a year-long program; Details available at www.chicagobar.org/eDownloads/Group_Mentoring_Guide.pdf.

I’ve been fortunate in my career not only to have had a series of great mentors, but also to have had opportunities to serve as a mentor in formal and less formal settings. In 2012, I participated in the pilot program for the Cook County Juvenile Justice Mentoring Initiative, a restorative justice effort which paired lawyers with non-violent probationary male youths in order to encourage personal and social development and reduce recidivism. The program was successful and, like some other mentors from the pilot program, I’ve continued to stay in contact with

my mentee, whom I’m happy to report has avoided further legal problems and developed career aspirations. Now in its fourth year, the program has continued to operate in conjunction with the Circuit Court of Cook County, Juvenile Justice Division. For those interested, details for an upcoming informational meeting will be disseminated through various bar associations in the near future.

Last fall, I was honored to join the part-time faculty at my *alma mater*, Loyola University Chicago School of Law, as an adjunct professor of Advocacy, a core curriculum course focused on development of persuasive written and oral communication skills. The experience was valuable, not only from a practice skills perspective, but also in terms of providing opportunities to share experiences, exchange knowledge and build long-lasting relationships. My former students, of course, will soon be and, to a degree already are, my colleagues. I look forward to returning this August for my second year, improving as a teacher and watching my students’ careers develop.

The importance of mentoring in legal education and the profession was among the topics on the agenda for a recent meeting of Loyola’s Dean’s Diversity Council, a group of administrators, professors, alumni, current students and student organization representatives formed to think creatively and implement plans to foster diversity within the law school and legal community. Similar to some other law schools, Loyola offers a number of formal mentoring programs aimed at bridging the gap and opening the lines of communication between students and alumni, including but not limited to the following:

1L-Alumni Mentoring Program

Pairs first year law students with alumni for a year-long program aimed at expanding academic experience beyond the classroom with a focus on practical insights ranging from guidance with course selection to job searches and professional development; Details at www.lawalumni.luc.edu/s/1548/law/index.aspx?sid=1548&gid=3&pgid=629.

Circle of Advocates Mentor Program

Program for students who wish to pursue careers in advocacy that provides the opportunity to build relationships and receive guidance from some of the top litigators and judges in the Chicago legal community; Details at www.luc.edu/law/centers/advocacy/mentors.html.

Student Organizations

Variety of law-school and community based mentoring programs accessible through student organizations including but not limited to the Asian-American Law Student Association, Black Law Student Association, Latino Law Student Association, Muslim Law Student Association, Loyola Pipeline Project, OUTLaw and the Women’s Law Society; Details at <http://www.luc.edu/law/career/diversity.html>.

Ultimately, mentoring in some form or another, whether formal or informal, face-to-face or virtual, brief or longer-term, professional or community-based, or otherwise, is inseparable from the practice of law and is certain to occur. In that regard, all members of the bar are well served to be conscious of and deliberate in the manner that we participate in the experience. Renewed interest and recent initiatives of the Illinois Supreme Court, bar associations and law schools confirm that mentoring is not simply extra-curricular or peripheral to the practice, but essential to developing complete lawyers and advancing the professionalism of the organized bar. With a clearly articulated need, demonstrated benefits and a multitude of opportunities, those at every stage of their legal career should be encouraged to get involved. ■

Michael Alkaraki is a trial lawyer at Leahy & Hoste, LLC, where he represents plaintiffs in matters of serious personal injury, medical malpractice and wrongful death and an adjunct professor of Advocacy at Loyola University Chicago School of Law. He serves the ISBA as a member of the Assembly and Young Lawyers Division Council.

YLD 9th Annual Bean Bag Tournament



**Benefiting the
IBF/YLD Children's Assistance Fund**

Please Join us at the 9th Annual Bean Bag Tournament and show your support for the IBF/YLD Children's Assistance Fund. The IBF/YLD Children's Assistance Fund provides funding to organizations across the State of Illinois that offers legal assistance to children. The Children's Assistance Fund has distributed nearly \$300,000 in grants over the past sixteen years, due to the widespread support of our donors and participation in events like the Bean Bag Tournament.

- WHAT:** Open bar, warm appetizers and an afternoon full of friends and competition!
WHEN: Saturday, April 16, 2016, 3:00 p.m. – 7:00 p.m.
WHERE: Joe's Brewery, 706 S 5th St, Champaign, IL 61820
COST: \$25 for tickets purchased online through Wednesday, April 13, \$35 for tickets purchased at the door \$65 per two-person team (team fee includes two wristbands and entry into the tournament)
HOW: Purchase tickets and register teams at www.isba.org/sections/yld/beanbag
All teams must be registered by Wednesday, April 13, 2016

Alternatively, please consider being a sponsor of the Bean Bag Tournament at one of these levels:

- **\$1000 – Professional** – two teams plus 8 individual tickets or equivalent (12 tickets with no teams or one team plus 10 individual tickets)
- **\$500 – Semi-Pro** – one team plus 3 individual tickets (or 5 individual tickets with no team)
- **\$250 – Amateur** – 2 individual tickets or one team

[The Children's Assistance Fund is a fund of the Illinois Bar Foundation, a 501(c)(3) charitable organization.]

If you would like to make a contribution to this event, please complete the form below or contribute through our website, www.isba.org/sections/yld/beanbag by **Wednesday, April 13, 2016**.

Yes, I/my firm would like to support the YLD Bean Bag Tournament. Enclosed is my/our contribution, in the amount of \$_____; made payable to the **IBF/YLD Children's Assistance Fund**.

Firm/Company name (as it should appear on all promotional materials)

Contact person: _____

Address: _____

Phone: _____ Email: _____

In order to guarantee recognition at the event, mailed sponsorships must be received by **Wednesday, April 13, 2016**.

Please return to: Illinois Bar Foundation/YLD Children's Assistance Fund, c/o **Katie Kyker**, 20 S. Clark St, Suite 910, Chicago, IL 60603. To submit by phone, please call **Blake Howard at (312) 920-4689**.

To submit by email, send to **Blake Howard at bhoward@isba.org** with: MasterCard / Am Ex / Visa / Discover (circle one)

Credit card #: _____ Exp. Date: _____ Signature: _____

The ISBA's Young Lawyers Division appreciates your contribution to this event.

ISBA YLD hosts Second Annual Wine Tasting in Chicago

BY MARIE K. SARANTAKIS

On February 27, 2016, the Illinois State Bar Association's Young Lawyers Division hosted their second annual Wine Tasting event at the ISBA Chicago Regional Office. Young lawyers, law students, and ISBA leaders gathered to mix and mingle over fine wines, delicious aged cheeses, and charcuterie. Vin Chicago offered a sampling of wines from around the world, complemented with a history and description of each label. Pastoral paired these libations with a delectable array of hors d'oeuvres. Thank you to all who attended and made the evening a great success. Cheers! ■



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Sponsored by and for members of the Young Lawyers Division

Announcing the **2017 LINCOLN AWARD LEGAL WRITING CONTEST**

\$3,500
in prizes!

THE LINCOLN AWARD CONTEST offers you a chance to enhance your reputation as a lawyer and earn cash at the same time. And whether your manuscript is a winner or not, it will be considered for publication in the Illinois Bar Journal.

Your manuscript will be rated by a distinguished review panel of practicing lawyers, law professors or judges.

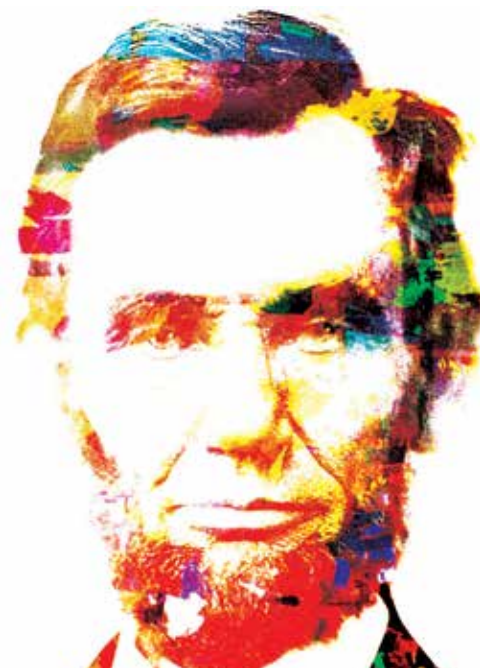
The ALA Contest is open to all ISBA lawyer members under 36 years of age on July 1, 2016 or admitted to the bar fewer than five years as of that date. ISBA law student members who are admitted to the bar on or before **Dec. 31, 2016**, are also eligible to enter.

All participants must file a notice of intent to enter the competition by **July 15, 2016**.



Contest rules and an entry form are at
WWW.ISBA.ORG/IBJ

If you have questions, contact Jean Fenski at jfenski@isba.org
217-525-1760 or **800-252-8908**



WINNERS RECEIVE:

1ST PLACE	2ND PLACE	3RD PLACE
\$2,000	\$1,000	\$500

Each winner will also get an attractive Lincoln Award plaque.