



THE CATALYST

The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law

A view from the Chair

By Mary F. Petruchius

"There is a special place in hell for women who don't help other women."

As this year continues on the theme above, I am thrilled to report that the special Gender Equity Subcommittee met with Paula on September 30th to begin planning a two-hour CLE with Angela and the CLE Subcommittee. It will be based upon the ABA Gender Equity Toolkit and related materials and will focus on female attorneys in small to mid-sized firms in Illinois. Stephanie Scharf joined us to lend her wisdom and experience. Stephanie was one of the presenters at the August 22nd "30 Female Blackstones" program. She addressed the issue of the advancement of women in law practice, utilizing research

from the National Association of Women Lawyers Foundation and her personal views on the challenges, successes, and future of women practicing law today. Doesn't "Because We're Worth It," sound like a great title for this CLE? We hope to be able to present this CLE on May 1st.

The CLE Subcommittee continues to prepare for the CLE on bullying. "Bullying: What It Is, Where It Is and What Your Clients Can Do About It" will be presented on February 21, 2014. It will be a basic to intermediate level course designed for general practitioners and entry level attorneys in child law, tort law, education law, em-

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Getting to know Alice Henrikson: Brand new WATL Committee member

By Mary F. Petruchius

Mary: Well, it is indeed a pleasure to interview one of our Committee's newest members! We've known each other for only 21 years, so now I want the rest of the Committee to get to know you. You currently live in Elgin and practice in Sycamore. Have you always lived in the Midwest or are you a transplant?

Alice: I was born in Cedar Rapids, Iowa and raised in Kentucky. I consider myself a "southerner." I have lived here for 24 years, but I still miss the southern winters and the southern lifestyle.

Mary: What schools did you attend, up to and including law school and what were your areas of study?

Alice: I attended Denison University in Granville, Ohio for my freshman and sophomore years. I then transferred to DePauw University in Greencastle, Indiana where I earned my B.A. in Political Science, Pre-Law. I received my J.D. from Northern Illinois University, College of Law in 1991.

Mary: When did you decide to become an attorney? Was there a specific event or individual who made an impact on you to reach that decision?

Alice: In seventh grade we were assigned to write our first term paper. It could be on any subject we wanted. For some reason, the topic I selected was an historical per-

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It's Campaign Season for the 2014 Election

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Filing of Petitions begins on January 2, 2014 and ends on January 31, 2014

A view from the Chair

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ployment, and civil litigation. We received a tremendous response from several committees and section councils whom we asked to co-sponsor this half-day program. Be sure to mark your calendar and attend. It's so very important for our members to participate in the programs we sponsor—and bullying is a topic that touches all of our lives, no matter what area of law we practice.

So far, the *Catalyst* is batting 1,000. I want to thank all of our August 2013 contributing authors for your great articles. I know the rest of you are just fine-tuning and editing your articles for upcoming issues! Speaking of writing articles, Sandy Blake and I have volunteered to help Lynn Grayson co-edit the Diversity Leadership Council's (DLC) 2014 newsletter and we would love your articles! In case you are unfamiliar with the DLC, it is comprised of members of the following committees/section councils: WATL, Racial & Ethnic Minorities and the Law, Sexual Orientation & Gender Identity, Disability Law,

Human Rights, International Law & Immigration, and the Diversity Pipeline Program. The DLC's mission is to foster communication among these groups and to help coordinate the ISBA's diversity outreach efforts by organizing projects such as the Diversity Leadership Institute and annual Diversity Leadership Award. The DLC newsletter is one such project. It is published once a year, usually for the ISBA Annual Meeting. Any and all articles relating to diversity in law and the profession are needed and welcome! Keep in mind that any article written for the DLC newsletter can also be submitted to the *Catalyst*.

The planning continues for our March 21, 2014 networking event at the NIU College of Law in De Kalb. Rachel Morse from Jenner & Block has agreed to present her Myra Bradwell "one woman show" and several judges and justices will participate in a panel discussion following, with a reception after that. This event will be co-hosted by the Racial & Ethnic Minorities and the Law. Both

committees will hold their March business meetings the next morning. We are seeking attorneys and firms to sponsor this evening, so please let me or any other members of the Outreach Subcommittee know if you have an attorney or firm in mind that would like to have their names listed on our special "Thank You" board that will be displayed.

Much thanks to all of the new IBF Fellows. Let's meet our goal of 100% fellows from the WATL by the mid-year meeting in December!

And don't forget to "rise up and reach back"—help empower one woman or one girl each day in any way you can! ■

Mary F. Petruchius is a solo general practitioner in Sycamore, Illinois. She is the 2013-14 Chair of the Standing Committee on Women & the Law. Mary is also a member of the Diversity Leadership Council and the Child Law Section Council for 2013-2014. She is a proud Gold Fellow of the Illinois Bar Foundation. Mary can be reached at marypet@petruchiuslaw.com and her Web site is www.petruchiuslaw.com.

Getting to know Alice Henrikson: Brand new WATL Committee member

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spective on the death penalty. Coincidentally, that was around the same time that Gary Gilmore asked to be put to death by firing squad. The research really fascinated me. I decided I wanted to be a prosecutor, and a judge as a result of writing that paper. I'm still working on the second half of that goal.

Mary: Whom would you say were and are the biggest influences on your life and why?

Alice: I believe everyone is influenced by their parents. My upbringing instilled in me a good work ethic. My parents also taught me to be kind to everyone, and to help others whenever and however you can. These things have served me well in my career and in life.

Mary: Whom do you consider the most influential woman or women in your life and why?

Alice: This is a tough one, because there are so many, but:

My mother taught me the value of patience and being kind, especially to those who are not as capable as you.

My paternal grandmother spent much of her life as a widow. She taught me that you have to seize the opportunities presented to you, and not wait around for "someday".

Mary Kay Ash, the founder of Mary Kay cosmetics, developed an incredible company because she trusted her feminine instinct when all the men in her life told her that her vision would never work. That was 50 years ago and it is a billion-dollar company succeeding in a global market.

Mary: Tell me about your first job out of law school and how you got hired. Any tips for our new law school graduates?

Alice: I was hired as a 711 intern at the Kane County State's Attorney's Office

between my second and third year of law school. I worked under that license my entire third year and was hired on officially in August after I graduated.

Truthfully, I think I was hired because the person that interviewed me and I had lots in common. We were both political science majors, both had taken Russian in college, and he had fond memories of Kentucky.

I wish I had some earth-shattering tips for the new graduates but I have only interviewed for two legal positions in my career and I was hired both times. Generally, I believe finding a legal job is similar to other positions. The best advice I have is be persistent, but not a pest when following up after interviews. Be willing to take some low-paying or unglamorous jobs to get the experience you need. Find a good mentor and LISTEN to what they have to say.

Mary: You had a brief hiatus from the practice of law. Tell us about that and about your return.

Alice: I took nine years off after the birth of my third child. I had three children in four years. My husband at the time worked seven days a week and was rarely home. I decided someone needed to be home with the children. It was not the best thing for my career long-term, but I have never been sorry that I did it. You cannot buy back your children's childhood, and I was blessed that I had the financial stability to do so. I was able to do so many wonderful things with my children. During my hiatus I opened a home-based business in which I was able to work part-time and yet earn a free car. Running a business gave me some invaluable skills that I use daily. I opened my own law practice in 2007 to test the waters and see if I wanted to make the transition back to a full time legal career. Ten months later the Kane County State's Attorney Office made me an attractive offer, so I returned.

Mary: You practiced several years as a criminal prosecutor and recently made a huge career change. Tell us about that.

Alice: I did make a huge career change and it has been very good for me. I loved being a prosecutor, but life changes made that position less and less desirable as time went on. I now practice in the area of Personal Injury, Worker's Compensation, and Wrongful Death. I really enjoy private practice. It is very different and not without its challenges but, overall, I believe it is very fulfilling. I like meeting with clients and setting a plan to achieve a good result for them. I am also thrilled to find that my skills have transferred over even though I knew nothing about this type of work before I made the switch.

Mary: This is your first committee appointment. How did you decide to become involved in the bar association? What are your areas of interest in the ISBA?

Alice: I have always been a "joiner." I was very involved in different organizations throughout high school, col-

lege, law school etc. As a prosecutor, I served on four separate committees for the Kane County Bar Association, plus two task forces for mental health. My boss suggested that I join a committee and you, my good friend, also encouraged me to do so.

I am excited to serve on the Women and the Law Committee and would also be interested in serving on committees for juvenile justice, mental health and worker's compensation.

Mary: If you had to say you have a passion for some area of the law, what would it be?

Alice: I practiced Mental Health law for 11 years as part of my duties at the State's Attorney's Office. I really found the entire subject fascinating. I currently serve on the Kane County Mental Health Protocol Task Force and the Kane County Crisis Intervention Task Force. I wish I could inform the world about the benefits of Crisis Intervention Training [CIT]. CIT helps train first responders on how to interact with mentally ill people. It retrains them from a "tackle and shackle" mentality and helps keep mentally ill people out of the criminal court system. The criminal courts are ill-equipped to deal with them.

Mary: What do you enjoy doing in your leisure time.....do you *have* any leisure time?

Alice: I rarely have any free time. I enjoy reading but generally only get time to do that on vacation. I like to travel. I also have a passion for cooking and entertaining.

Mary: What does the future hold for you? Your dreams and goals?

Alice: Only God knows what the future holds. I am still applying to become a judge since that has been my goal since the age of 13. I would like to continue to travel with my sisters and see that my children become successful, stable adults. ■

Mary F. Petrucci is a solo general practitioner in Sycamore, IL. She is the 2013-2014 Chair for the Standing Committee on Women & the Law and is also a member of the Diversity Leadership Council and Child Law Section Council. Mary can be reached at marypet@petrucci-law.com and her website is www.petrucci-law.com.

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OFFICE

Illinois Bar Center
424 S. Second Street
Springfield, IL 62701
Phones: 217-525-1760 OR 800-252-8908
www.isba.org

CO-EDITORS

Cindy G. Buys SIU School of Law Mailcode 6804 Carbondale, IL 62901	Sherry A. Mundorff 1504 N. Waukegan Rd. Lake Forest, IL 60045
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MANAGING EDITOR/

PRODUCTION

Katie Underwood
kunderwood@isba.org

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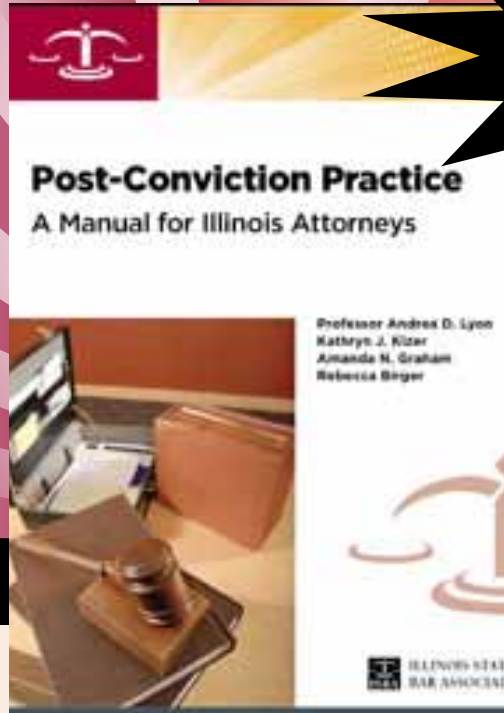
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Illinois has a history of
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Giving is good

By Kristen Prinz

When I quit my secure job and started my firm, I did so because I believed I could build an office that emphasized service over billing. The goal was to help people turn adverse events into opportunities to build their careers and businesses. Four years later, I work with a team that is focused on aligning with client goals, improving skills, working together and providing the best service possible. And, I was able to build that team because I am surrounded by givers.

I learned about Adam Grant's book, *Give and Take*, first from my office manager and then from my husband. In March of this year, my office manager sent me a link to a New York Times Magazine titled "Is Giving the Secret to Getting Ahead?" The article spotlighted Adam Grant and his study of workplace dynamics. A few weeks later, I saw my husband reading Grant's book. As he progressed through the book, he kept exclaiming that "this book is your philosophy." The book is all about how giving generates success.

Grant identifies three types of workplace personalities; takers, matchers and givers. Takers work to get ahead by getting whatever they can out of others. Matchers keep score, giving to get. And, givers contribute without expectation.

Grant challenges the old adage "nice guys finish last." He doesn't deny the fact that we all know takers (and matchers) who are wildly successful. Instead, he reveals that it's the givers who are at the top (and the bottom) of the success ladder.

Lawyers have the ultimate opportunity to be givers or takers. We work in an industry where many of us are run by the billable hour; a system that encourages takers. Bill every hour for any reason. Squeeze the system for personal gain. But, we also work in an industry built on service. We have an opportunity every day to help our clients, our colleagues, our friends and our community. In small and large ways, we can be givers of our time, our expertise, our networks, and our finances. It is no wonder that the first story chronicled in Grant's book is about Abraham Lincoln.

Giving and givers have shaped my legal career. When I was in law school, working full time during the day as a marketing director and going to school at night, I served as president of the evening law students asso-

ciation. During my final semester at school, I sent out a welcome letter to newly admitted law students. A few weeks later, I received a call at work from a woman who worked nearby who received that letter. It was the first notice she had received confirming her admittance to law school. She was ecstatic and wanted to go to lunch to pick my brain about law school and working full time.

I sat waiting at the restaurant a few days later. A woman who looked to be in her late forties to early fifties approached my table. Her excitement was palpable. She sat down and immediately started talking. She told me that she was 56 years old. Her name is Sara. She was a Managing Director at Marsh, a large insurance broker. And, she loved to work. "I want to work until I'm 100 years old," she said. I laughed, but she was serious. She explained that eventually Marsh would want her to retire and law school was her back-up plan. She asked about first year course work, managing time, and even asked how to pass the Illinois bar exam. At the end of the lunch, I told her I would do whatever I can to help her with law school.

I did not realize it at the time, but Sara would turn out to be one of the biggest influences on my career. She introduced me to my first boss out of law school. And, she became a friend who has championed my membership in prestigious business organizations. Although her career forced her to take a break from law school, our friendship has endured. Because I was willing to give a little time out of my day to talk about law school and the challenges that lay ahead, I ended up having doors open that I never even knew existed.

My experience with Sara taught me that everyone can be a giver and that sometimes you can give without even realizing it. Grant's book emphasizes that point and confirms my belief that giving is the past path to success in business and in life. ■

Kristen Prinz is the founder of The Prinz Law Firm, a boutique employment and business law firm that focuses on providing clients with strategic and cost effective legal solutions and strategies that assist business owners, professionals and executives in building and realizing their dreams.

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Reflections on Blackstones Event

By Erin M. Wilson

On August 22, 2013, 120 years after the first gathering in Chicago, the female, and this time, supporting male Blackstones, gathered to celebrate women past, present, and future. This event, hosted by Winston & Strawn, the Seventh Circuit Bar Association President Julie A. Bauer, and Illinois State Bar Association President Paula H. Holderman, was an auspicious gathering of talented and dedicated attorneys, professors, and judges. The Blackstones had originally gathered during the 1893 World's Fair and were comprised of professional women who were excluded from the planning of the Fair. These women formed the Queen Isabella Association, with the goal to fight for women's suffrage and advancement in historically male professions. The term of "Blackstone" came from the Chicago Legal News.

The first panel celebrated the Blackstones' accomplishments from 1893 to 2013, and included panelists Gwen Hoerr Jordan, assistant professor at Northern Illinois University College of Law, Justice Ann Claire Williams of the United States Court of Appeals for the Seventh Circuit, Justice Rita B. Garmen of the Fourth District, and Dean Nina S. Appel, of Loyola University Chicago School of Law. I was inspired to be among the diverse subset of panelists, and amazed by the stories they told of the talent, success, and unbending spirit of so many women in the face of adversity.

There was much to learn and take in during both panels. I want to highlight just a few historical figures that captured my attention that afternoon.

- Ada Kepley was the first woman to graduate from law school, and she graduated from the University of Chicago Law School.
- Myra Bradwell was one of the first women to apply for admission to the Illinois bar. She was denied at first because she was a "married woman," so it was said that the laws of coverture prohibited her from entering into contracts. When pressed on the issue, the Bar admitted it was really just because she was a woman. When the case went to the U.S. Supreme Court, in *Bradwell v. Illinois*, 83 U.S. 130 (1873), the Court ruled that there is no right to practice law protected by the Fourteenth

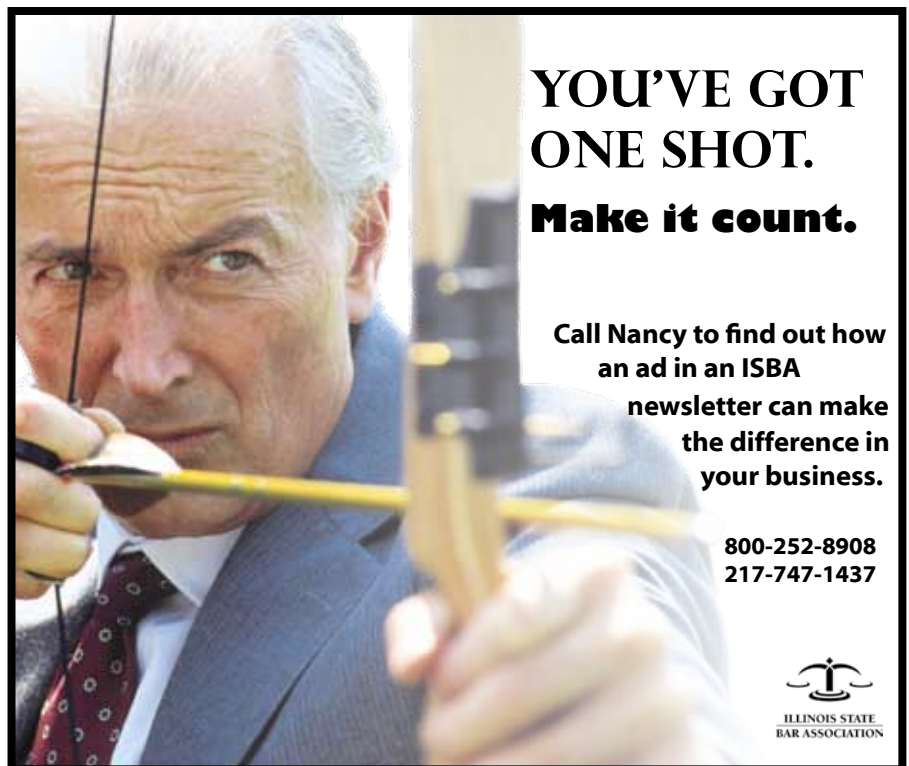
Amendment, and Illinois was allowed to reject her application. Ultimately, Ms. Bradwell reapplied to the Bar and was admitted in 1890. It was Ms. Bradwell who held the protest meeting at the World Fair in 1893, because outside of a focus on charity, there were no events for women. Ms. Bradwell was clearly a leader both of and ahead of her time.

- There was much discussion of African-American lawyers and judges. Most interesting was Constance Baker Motley, the first African-American woman appointed to the federal judiciary by President Linden B. Johnson in 1966. She was employed as a maid, and in her spare time gave lectures. A man who heard her speak was so impressed that he offered to pay her tuition through undergraduate and law school.

One constant theme that women perpetually experienced, throughout even the twentieth century as they endeavored to become professionals and academics, was skepticism as to "why you think that you can take the place of a man." When interviewing, women were asked not of their school record,

interests in law, or professional experience, but rather whether they could type and make coffee, and what methods of birth control they planned to use. Themes of domesticity often supplanted substantive questions evidencing concern with professional competency and talent. The presenters emphasized their satisfaction upon hearing that younger attorneys who hear these stories for the first time, are genuinely shocked, because this discrimination and treatment is rarely experienced, and certainly no longer the norm. I believe the take-away from the day was to be thankful for those who have paved the way for women to be practicing in the numbers that we are now, and certainly that women in the legal profession are no longer simply stewards of fresh coffee. But also that there is still much progress to be made to truly be on par with men professionally; and, as our sisters before us have done, we too must put equality at the forefront of importance. ■

Erin M. Wilson is an associate at O'Connor Family Law, P.C. She has been on the Young Lawyers Division of the ISBA since 2009 and this is her first year on the Standing Committee for Women & the Law.




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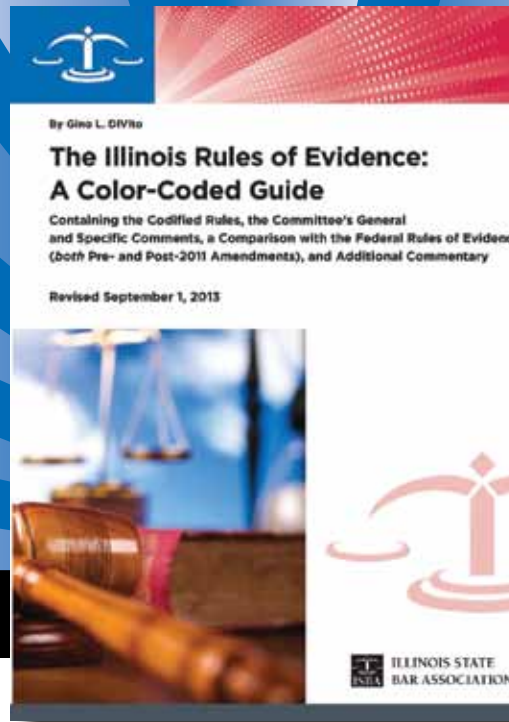
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November

Friday, 11/1/13- Teleseminar—UCC 9: Lien Foreclosure & Remedies. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 11/5/13 - Webinar—Intro to Legal Research on Fastcase. Presented by the Illinois State Bar Association - Complimentary to ISBA Members Only. 1:30 - 2:30 p.m. CST.

Tuesday, 11/5/13- Teleseminar—Treatment of Trusts in Marital Separation. Presented by the Illinois State Bar Association. 12-1.

Tuesday, 11/5/13- Live Webcast, ISBA Studio—Children and Trauma; A Guide for Attorneys. Presented by the ISBA Child Law Section. 11-12.

Tuesday, 11/5/13- Live Webcast, ISBA Studio—2013 Immigration Law Update—Changes which Affect Your Practice & Clients. Presented by the ISBA International & Immigration Law Section, ISBA Young Lawyers Division and the ISBA General Practice, Solo and Small Firm Section. 1:00-2:00.

Thursday, 11/7/13 - Webinar—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association - Complimentary to ISBA Members Only. 1:30 - 2:30 p.m. CST.

Thursday, 11/7/13- Teleseminar—Transfer, Sales & Use Taxes in M&A. Presented by the Illinois State Bar Association. 12-1.

Friday, 11/8/13- Chicago, ISBA Regional Office—Successfully Navigating Civil Litigation Evidence and Theory Involving Topics of Expert Testimony. Presented by the ISBA Civil Practice & Procedure Section. 8:50-4:00.

Tuesday, 11/12/13- Teleseminar—Estate Planning and IRAs. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 11/13/13- Live Webcast—Marketing and Networking Strategies. Presented by the ISBA Committee on Law Office Management and Economics. 2:30-3:30.

Thursday, 11/14/13- Chicago, ISBA Regional Office—SETTLE IT!- Resolving Financial Family Law Conundrums. Presented by

the ISBA Family Law Section and the ISBA Alternative Dispute Resolution Committee. 8-5.

Thursday, 11/14/13- Springfield, INB Conference Center—Drug Case Issues and Specialty Courts. Presented by the ISBA Criminal Justice Section. 9-4.

Friday, 11/15/13- Chicago, ISBA Regional Office—Collection Issues You Don't Know About...But Should. Presented by the ISBA Commercial Banking, Collections and Bankruptcy Section. 9-4:30.

Monday, 11/18/13- Teleseminar—LIVE REPLAY: Ethics, Virtual Law (from 8/15/13). Presented by the Illinois State Bar Association. 12-1.

Tuesday, 11/19/13- Teleseminar—Estate Planning for the Elderly, Part 1. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 11/20/13- Teleseminar—Estate Planning for the Elderly, Part 1. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 11/20/13 - Webinar—Introduction to Boolean (Keyword) Search. Presented by the Illinois State Bar Association - Complimentary to ISBA Members Only. 1:30 - 2:30 p.m. CST.

Friday, 11/22/13- Chicago, ISBA Regional Office—Drug Case Issues and Specialty Courts. Presented by the ISBA Criminal Justice Section. 9-4.

Monday, 11/25/13- Teleseminar—LIVE REPLAY: Corporate Governance for Nonprofits (from 7/11/13). Presented by the Illinois State Bar Association. 12-1.

Tuesday, 11/26/13- Teleseminar—Indemnification and Hold Harmless Provisions in Business Agreements. Presented by the Illinois State Bar Association. 12-1.

December

Tuesday, 12/3/13- Teleseminar—2013 Fiduciary Litigation Update. Presented by the Illinois State Bar Association. 12-1.

Thursday, 12/5/13- Teleseminar—Mergers and Buyouts of Closely Held Busi-

nesses, Part 1. Presented by the Illinois State Bar Association. 12-1.

Thursday, 12/5/13- Chicago, ISBA Regional Office—Civility in the Courtroom. Presented by the ISBA Bench and Bar Section. 1-5.

Friday, 12/6/13- Teleseminar—Mergers and Buyouts of Closely Held Businesses, Part 2. Presented by the Illinois State Bar Association. 12-1.

Friday, 12/6/13- Chicago, ISBA Regional Office—Medical Cannabis in Illinois. Presented by the ISBA Health Care Section. 9:30-11:30.

Friday, 12/6/13- Live Webcast—Medical Cannabis in Illinois. Presented by the ISBA Health Care Section. 9:30-11:30.

Tuesday, 12/10/13- Teleseminar—Multi-Family Development and Management Agreements. Presented by the Illinois State Bar Association. 12-1.

Thursday, 12/12/13- Chicago, Sheraton Hotel (Midyear)—Speaking to Win: Building Effective Communication Skills. Master Series presented by the ISBA. 8:30-11:45.

Thursday, 12/12/13- Chicago, Sheraton Hotel (Midyear)—Legal Writing in the Smartphone Age. Master Series presented by the ISBA. 1:00-4:15.

Tuesday, 12/17/13- Teleseminar—Joint Ventures in Business, Part 1. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 12/18/13- Teleseminar—Joint Ventures in Business, Part 1. Presented by the Illinois State Bar Association. 12-1.

Thursday, 12/19/13- Teleseminar—Attorney Ethics and Alternative Fee Arrangements. Presented by the Illinois State Bar Association. 12-1.

Friday, 12/20/13- Teleseminar—Incentive Compensation in LLCs and Partnerships. Presented by the Illinois State Bar Association. 12-1. ■