

The COUNTYLINE



Published by the Pennsylvania Bar Association

July 2000

'PBA Fair: Real Tools for Professional and Personal Success' to be Launched in Pittsburgh Sept. 18-19

Lawyers who want to pick up useful tools for managing both their professional and personal lives won't want to miss the first "PBA Fair," which will be held Sept. 18-19 at the Westin William Penn, Pittsburgh. Subtitled "Real Tools for Professional and Personal Success," the fair is open to members and non-members.

The fair will offer a variety of programs covering practical aspects of practicing law. The feature program, "Check the Pulse of Your Office: Management and Technology Tools for the Busy Lawyer," will explain how to perform a law firm self-audit. This course is based on the ABA book *Easy Self-Audits for the Busy Law Office* by Nancy Byerly Jones, a former law practice management coordinator for the North Carolina bar who now works as an independent consultant and law firm advisor. Attendees will learn how to apply the material in the

book plus get extra tips on management, strategic planning, marketing and more. Follow-up services, including consultant referrals, will also be available.

For those who want to find out more about legal software, the "Software Shoot-out" will outline the pros and cons of six different systems — three for mid-to large-size firms and three for small- to mid-size firms. The mid/large class will compare Juris, Pyramid and Omega, while the small/mid class will compare Timeslips, Tabs III and PC Law Pro.

Other professional programs will include "Marketing on a Limited Budget: Helpful Tips," "Hot Tips 101: Financial Management Tools for Your Practice," "Who Gets What? Determining Law Firm Salaries" and "Virtual Lawyer: Using Technology to Stay Connected." Both the "Hot Tips" and "Virtual Lawyer" programs will be worth CLE credits.

On the life management side, attendees will learn about planning for retirement in "Personal Financial and Retirement Planning" as well as how to help their children get into the best colleges in "Paving Your Child's Road to College."

The college seminar will be offered by Dr. Rose Feldman and Dr. Susan Smerd of Educational Consulting Services Inc., a Pittsburgh-based organization that specializes in assisting prospective college students. Attendees will be welcome to bring their spouses and children to this informative program. Several members

have used the service and have given it positive reviews:

"One of the biggest cases any lawyer
 (Continued on page 8)

In this issue...

CCBL Going Online	4
Constitution Program Takes Award	2
How to ... Seize the Future, Part 2	3
Law/Life Videos	5
Legislative Retreat Report	4
Malpractice Avoidance Seminar Schedule	8
On the Local Scene	6-7
PABE Retreat	4
"PBA Fair" in Pittsburgh	1
PBI Courses	5
Price Wins Bolton Award	7
Second Annual Constitution Program	2
Web Site Development Help ..	2

Send Us Your News

If you have submissions for future issues of *The County Line*, please send in the enclosed "News and Views" form or contact PBA County Bar Services Director Arthur Birdsall at (800) 932-0311, ext. 2218.

Sept. 21 is the deadline for the next issue of the newsletter.

Plan Now for 35th Annual CCBL Seminar

It's not too early to write yourself a note and set aside March 1-2, 2001, to attend the next annual seminar of the Conference of County Bar Leaders. We'll be gathering at the Harrisburg Hilton, with the nearby, all new Whitaker Center for Science & Arts a featured venue.

So save those dates, and watch *The County Line* for more information.

Constitution Program a National Winner

The PBA's "I Signed the Constitution" public education program has received a 2000 LEXIS Publishing Community and Educational Outreach Award. The statewide program took place in September 1999 and was coordinated by the association's Communications Department in conjunction with the Constitution Week subcommittee of the PBA Council on Judicial Independence.

During Constitution Week, more than 20,000 Pennsylvania school students signed mock versions of the

U.S. Constitution and took part in special Web casts and educational programs in their schools.

PBA Executive Director Barry M. Simpson accepted the award July 6 at the National Association of Bar Executives Awards Luncheon in New York City.



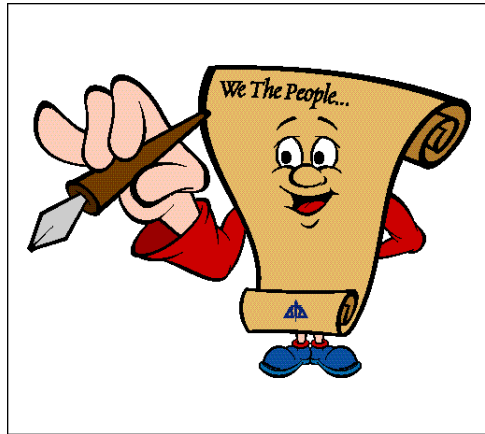
The "Four Little Pages" perform a musical explanation of the founding and writing of the Constitution during the 1999 PBA "I Signed the Constitution" program

Second Annual "I Signed the Constitution" Program

Mark those calendars now! The PBA's second annual "I Signed the Constitution" program is scheduled for Sept. 20.

Similar to last year, a formal Constitution signing program will be held in Harrisburg and broadcast throughout the commonwealth by the Pennsylvania Cable Network. (We have been assured there won't be any technical difficulties this year!) And, back by popular demand, the "Four Little Pages" also will be performing live during the broadcast.

As you may recall, last year the PBA, in conjunction with county bars, the Pennsylvania Department of Education and the National Constitution Center (NCC), coordinated the first statewide effort to ensure that children across the commonwealth were able to take part in



The official mascot: Bill O'Rights

the "I Signed the Constitution" program. This program allowed students to gain a greater understanding of their rights and responsibilities by placing their signatures next to the signatures of our Founders on a mock Constitution. Schools in 50 of

Pennsylvania's 67 counties participated in last year's signing — with 20,000 students signers of diverse backgrounds taking part statewide. Many county bar associations partnered with the PBA in this endeavor by helping schools sponsor local signing programs. Judges, lawyers and legislators from across the state also participated in these local activities.

We expect this year's signing program to be even more exciting! If your county bar association is interested in partnering with schools in your county (We have the list of registered schools from the NCC.), or if you would just like to learn more about the overall program, please contact Jennifer Branstetter in the PBA Communications Department at (800) 932-0311, ext. 2216.

PBA Offers Web Site Development Assistance

The PBA has teamed with NI Internet Solutions, developers of the association's own Web site, to help county bar associations and law firms establish Internet Web sites.

Using the new "Affiliate Program," you can quickly have a site up and running with one of NI Internet Solutions' Web site "tem-

plates" coupled with your own content. Template designs are available for viewing on the PBA Web site, www.pabar.org. The templates shown can be expanded to include additional elements such as extra pages, forms and e-commerce. NI Internet Solutions also offers customized Web site design to your specifications.

With a customized site, there are no limits on the elements included or the number of pages.

To register for the "Affiliate Program," use the online registration/information request form or call NI Internet Solutions at 1-888-WEB-SYTE (932-7983) during normal business hours.

How to ... Seize the Future, *Part 2 of a Series*

Submitted to the PBA by Maryland State Bar Association President James L. Thompson and excerpted from his notes on the November 1999 "Seize the Future" conference co-produced by the ABA Law Practice Management Section and Lotus Development Corporation.

Welcome to a do-it-yourself nation; self-help is in.

This is the age of the consumer. Retail and service organizations must totally revamp their thinking to be more consumer oriented. The Internet allows the consumer to identify commodities and to order commodities and goods effortlessly, 24 hours a day, seven days a week.

Where does the Internet rank in priority? According to Jack Welsh, CEO from GE, its priority rank is number one, two, three and four.

Major Issue: Three suggestions for law firms to consider:

- Reorient your hiring for next year; get freaks, non-conformists, young people.
- Systematically stamp out "mediocre successes."
- Work with your clients.

Make the Internet your best friend and do it through independent staffing.

Spend more time hanging out with 18-year-olds. In the Internet age, students will become the teachers.

Lawyers can still do personal service law practice. Don't let the do-it-yourself programs such as Quicken or other fill-in-the-blank services intimidate you or pollute your action.

Main Point: Multi-Disciplinary Practice (MDP) is one of the only ways the legal profession can do anything in 1999 and beyond. Opposition to it is not an issue. Boundaries are vanishing everywhere. Our profession must be market driven. How we go about defining and utilizing MDP is up to us as lawyers.

We should have a very sparse payroll of employees. Temporary employees or contract services will be

important to our profession in the future, but we will choose to network with other professionals to deliver a value-added product.

Main Point: It is fabulous to be a lawyer today because we will have to reinvent the rules of practice and lifestyle. Firms will lose more of their unique and energetic partners within the next five years than they have ever lost in the past unless changes are made; even so, we may lose them in any event. Get interesting people and train them up. That means lawyers must seriously return to mentoring and training instead of their total focus on production of hours and product.

Other Observations: Action beats talk; people matter; customers are why we exist; vision and values are more important than policy manuals; keep the structure very simple and radically decentralized; natural entrepreneurial spirit, even in the biggest companies, is key.

Some observations by Melinda Brown, vice-president and general counsel of Lotus Development Corporation and two colleagues:

- Be aware that as you change the management structure of your firm, the management structure of your major clients may be changing as well.
- Surviving the technology revolution requires adaptability. That is the key. Competition is speeding toward hyper-competition and only the adaptable will survive. How well are we lawyers dealing with this competition and creating new ways of becoming very, very market driven?
- What are you trying to preserve in your organization? Your livelihood, your firm and your pride? Preservation is a difficult process in the Internet age.
- What is your mission? Service to whom? Corporate client, consumer, other? How do you evaluate the growth in future markets and how does that affect your mission? Which law firms survive? Those that face up

to the competition, improve client communication (explain the problem and demystify the law) and develop strategies for charging other than by the hour.

- Firms must leverage technology, much more than just e-mail. Go beyond the Internet to intellectual and knowledge sharing. Share or die. Law firms need to alter their organization and create a paperless, open file operation.

- Are we as lawyers and law firms willing to reinvent ourselves as a profession within the next 10 years to be relevant to the questions in the community? We need to be willing to risk noble fiascoes and glorious defeats.

MDP is really a third-tier issue. Essentially, that issue is all done and over with. If the horse we are riding dies we should dismount, not simply change riders or change ways to ride or to ask if the horse is really dead or to increase our standards for riding or to harness lots of dead horses together. Is the bar a "dead horse" in this context?

- The customer is now in control of the attorney-client relationship. We as lawyers must understand this.
- Talent is in and we must figure out how we can become the talent our firms would wish to hire. The individual will become a recognized asset, a brand name that clients will wish to retain.
- Try to make the client's experience with the firm exciting, interesting and pleasurable.
- What is the extra benefit that lawyers can add to the process? What is the value that lawyers add to the documents that can be pulled off the Internet? We need more emphasis on solutions and decision making. Lawyers must be problem solvers and facilitators, not barriers or problem creators.

Look for Part 3 of "Seize the Future" in the October 2000 issue of *The County Line*.

Second Annual County Bar Legislative Retreat Features Attorney-Candidates

The second annual County Bar Legislative Retreat, sponsored by the PBA Legislative & Government Affairs Committee, was held June 5 in Harrisburg. Approximately 80 PBA members attended.

This year's program kicked off with a morning session featuring an open forum with Republican Attorney General Mike Fisher and Democratic opponent Jim Eisenhower.

The lunch reception provided an opportunity for county bar members to meet and greet legislators and legisla-

tive staff and discuss issues of interest. The afternoon featured attorney-candidates running for five open seats in the state House of Representatives. Former PBA president and current PABAR-PAC Chair James Mundy moderated the event.

The main goals of this year's retreat were to provide association members and candidates a forum for discussion and to help reinforce the importance of the PBA's participation in the legislative process.



Democratic challenger Jim Eisenhower and Republican incumbent Attorney General Mike Fisher take questions during the PBA's second annual County Bar Legislative Retreat



At left, an attentive crowd of PBA members listens to remarks by the attorney general candidates



Moderator James Mundy opens the program on attorney-candidates running for seats in the state House of Representatives

PBA Midyear Meeting Heads to Puerto Rico

In November, nothing shines, nothing warms like the Caribbean sun!

Join us in the sun at the PBA Midyear Meeting, Nov. 14-19, at the Wyndham El Conquistador Resort and Country Club, Las Croabas, Puerto Rico.

The meeting brochure went out in the mail in early July. For more information, watch PBA publications, and check the Web site, www.pabar.org, for information on discount airfares.

PABE Retreat at Rocky Gap

This summer's annual retreat of the Pennsylvania Association of Bar Executives takes place Aug. 25-27 at Rocky Gap Lodge & Golf Resort, Cumberland, Md. Registration forms and the \$49 registration fee for the event should have been sent to the Erie County Bar Association by July 11.

For answers to your questions about the retreat, contact Sandra A. Brydon Smith, executive director of the Erie County Bar Association, by e-mail (sbsmith@eriebar.com) or telephone (814-459-3111).

PBA Quality of Life/Balance Task Force Video Launched at Lackawanna Bar Association

The PBA Quality of Life/Balance Task Force launched their new video vignette program at the Lackawanna Bar Association in June.

Determined by the task force to be an effective medium for educating lawyers about preventive and remedial actions they can take to enhance balance between professional responsibilities and personal obligations, the program involves showing video clips, or skits. Under the title "How to Win the Struggle of Balancing Your Professional and Personal Life," the skits use everyday situations to show the pressures and tensions felt by lawyers in attempting to find balance in their lives. The skits are left unresolved, prompting the audience to discuss the situations shown and suggest possible resolutions.

"We were pleased to sponsor this very informative and worthwhile

program," said Lackawanna Bar Association President Richard Fine. "The program was well attended and well received by our members, and is something all local bar associations should consider as part of their educational and membership services."

The video vignette program is available to county bars across Pennsylvania through the PBA Quality of Life/Balance Task Force by contacting one of the task force co-chairs, C. Dale



Following the video vignette program, Lackawanna Bar Association President Richard Fine, left, and Vice President J. Joseph Grady, right, present appreciation awards to Raven Rudnitsky, member of the PBA Quality of Life/Balance Task Force, and Kenneth J. Horoho Jr., former task force chair.

McClain of Montgomery County or Sandra W. Upor of Somerset County.

CCBL Online

Coming soon, the PBA Conference of County Bar Leaders will have a dedicated area on the association Web site. Content will include CCBL's history and bylaws, the schedule for our upcoming annual seminar (updated as the schedule develops) and an electronic County Bar Directory. Watch the PBA Web site, www.pabar.org, and future issues of *The County Line* for more information.

Pennsylvania Bar Institute Courses

Here is the most recent listing of live courses being offered by the Pennsylvania Bar Institute. Dates, times and locations are subject to change. Contact PBI's Customer Service Department for more information at (800) 932-4637, (800) 247-4724 or (717) 796-0804.

Ten Tax Traps in Divorce Law, live via satellite, Aug. 22, 8:30 a.m. to 4:30 p.m., 6 CLE credits (5 substantive, 1 ethics)

Allentown	Mansfield
Chambersburg	Montrose
Doylestown	New Castle
Erie	Reading
Greensburg	Scranton
Hollidaysburg	Stroudsburg
Honesdale	Uniontown
Indiana	Warren
Johnstown	West Decatur
Lancaster	Williamsport
Lewisburg	York

Bad Faith Claims in Pennsylvania 2000, live via satellite, Sept. 7, 8:30 a.m. to 4:30 p.m., 6 CLE credits (5 substantive, 1 ethics)

Allentown	Lewisburg
Chambersburg	Mansfield
Doylestown	New Castle
Erie	Reading
Greensburg	Stroudsburg
Hollidaysburg	Uniontown
Honesdale	Warren
Indiana	West Decatur
Johnstown	Williamsport
Kingston	York
Lancaster	

Civil Practice Before District Justices, King-of-Prussia, Sept. 6, 8:30 a.m. to 1:00 p.m., Valley Forge Hilton, 4 CLE credits (substantive)

Ethics Potpourri-8/00, live via video conference, 8:30 a.m. to 12:30 p.m., 1 CLE credit per session (ethics)
Kingston - Aug. 16
Erie - Aug. 29



Blair

Scholarships awarded

The Blair County Bar Association Scholarship Fund has awarded \$500 scholarships to three high school seniors to further their educational endeavors. The winners were selected from applicants representing eight high schools across the county.

Erie

Law Day

Awards presented by the Erie County Bar Association during Law Day 2000 celebrations included the Chancellor of the Bar Award, to U.S. Bankruptcy Court Judge Warren W. Bentz; Liberty Bell Award, to non-lawyer Ronald Steele, an investigator in the public defender's office; Pro Bono Award, to Gregory Heidt; and 50-year law practice awards, to Senior Judge George Levin, Dana Sherwood Jones, John M. McLaughlin and Clinton Shamp.

Allegheny County Coroner Cyril H. Wecht was keynote speaker at the association's Law Day ceremony.

Franklin

New director/editor

Carolyn Seibert-Drager is the new executive director of the Franklin County Bar Association, taking over from Bonnie Martin. Starting this fall, Seibert-Drager also will edit the association's weekly legal journal.

Look for Seibert-Drager's bio in the next issue of *The County Line*.

Lackawanna

Law Week 2000

Awards presented by the Lackawanna Bar Association during May's Law Week included the Chief Justice Michael J. Eagen Award, to Jewish Family Service of Lackawanna County for contributions to the community; President's Award, posthumously to Diane F. Beemer for contributions to the legal profession, com-

munity and environment; Margaret M. Gavin Award, to Lori Barrett for service to the bar's Young Lawyers Division (YLD) and the community. Also, the YLD hosted its 10th annual Law Week Benefit, with funds collected for the Children's Advocacy Center of Northeastern Pennsylvania.

Lehigh

Law Day Luncheon

The Law Day Luncheon of the Bar Association of Lehigh County featured presentation of the 2000 Liberty Bell Award to Common Pleas Court President Judge James Knoll Gardner.

Adopt-A-Highway

The association's Community Services Committee sponsored their second adopt-a-highway litter pick up in April, drawing 22 volunteers, with additional pick ups scheduled for July, October and December.

Lycoming

Blood drive

In response to a call to replenish depleted blood banks in the region, the Lycoming Law Association cosponsored the local Red Cross Bloodmobile July 6.

Montgomery

Awards

The Trial Lawyers Section of the Montgomery Bar Association has created the James P. Fox Award in honor of the late Norristown lawyer. The first award was presented to Fox posthumously, with future awards to go to lawyers demonstrating Fox's qualities of "professionalism, collegiality, congeniality and decorum." In other awards, the association's Henry Stuckert Miller Public Service Award went to Donald J. Martin for his work as chair of the Lawyer Referral/Legal Access Committee; the President's Award went to Vice President Keith B. McLennan for service to the associa-

tion; and the Citizen's Public Service Award went to Sara E. Long, former county register of wills.



Angela Fox, widow of James Fox, accepts the first James P. Fox Award from Adam D. Zucker, president of the Trial Lawyers Section of the Montgomery Bar Association

Elder Law Handbook

The association has developed *The Montgomery County Elder Law Handbook* to assist senior citizens in making decisions about property, finances, health-care and living arrangements. Not copyrighted, the book is available on the association's web site, www.montgomerybar.org, and at local libraries, senior centers, retirement and nursing homes and elsewhere around the county.

Northampton

Stepping Out

Robert Eyer, chair of the Northampton County Bar Association Young Lawyers Division, led the "Stepping Out" program at the Pen Argyl Area High School. More than 500 students heard discussions of



Liz Price Takes Bolton Award

legal issues and learned about the civil and criminal court systems.

Honors to top paralegal

On behalf of the association, President Gary Asteak presented a plaque and \$100 to the top graduate of the Paralegal Studies Program at the Northampton Community College awards convocation in May.

Philadelphia

City Year sponsorship

The Philadelphia Bar Association and 11 city law firms have joined to sponsor a City Year "team." Part of the AmeriCorps national service network, City Year teams include young people from diverse backgrounds who are assigned to various community service projects for one year. The lawyers' team has assisted children at a local elementary school in Head Start, reading, after-school and homework programs.

Westmoreland

Professionalism Award

Richard H. Galloway has received the Westmoreland Bar Association President's Award for Professionalism. The award honored Galloway for "ethics, integrity, competence and dedication to the practice of law, civility, service to the bar and its members, and dedication to the improvement of the practice of law."

New scholarship

The Westmoreland Bar Foundation has established the Donald Laird Hankey Memorial Scholarship. Hankey was a member of the county bar for more than 65 years. Beginning with the 2000-01 school year, the scholarship of up to \$5,000, depending on financial need and academic performance, is to be awarded annually to any county resident attending law school.

York

New bar exec

Jean F. Bednarski is the new executive director of the York County Bar Association, taking over from Katherine H. Humm, who recently retired. Bednarski comes to York from Georgetown University, Washington, D.C., where she had been director of medical alumni programs and annual funds since 1996. She previously served as director of development for the Visiting Nurse Association of Lancaster County, 1991-96, and director of annual giving at Lancaster's Franklin and Marshall College, 1986-91.

Liberty Bell winner

Charles E. Lehman, retired superintendent of the York Suburban School District, received the York County Bar Association's annual Liberty Bell award given to a non-lawyer who promotes understanding and respect for the courts and the rule of law.

Boyle remembered

On Sept. 15, the York County Bar Association will observe a memorial minute honoring William C. Adrian Boyle, who died recently. Boyle was a past chairperson of both the PBA Young Lawyers Division and the county bar's Young Lawyer Section.

IOLTA E-Mail Change

The general e-mail address for Pennsylvania's Interest on Lawyers Trust Account (IOLTA) program has been changed to paiolta@supreme.court.state.pa.us. IOLTA is also planning a Web site.

Elizabeth C. Price, executive director of the Delaware County Bar Association, is the 2000 winner of the Bolton Award for Professional Excellence from the National Association of Bar Executives (NABE). Price received the award July 7 in New York City.

Named for the late Fred Bolton, a former PBA executive director, the award recognizes the "four C's": congeniality, character, camaraderie and cooperation. The Bolton Award recipient is honored for significant contributions to NABE, the organized bar and the legal profession.

Price has been executive director of the Delaware County Bar Association for more than a quarter century. She is also a previous winner of the NABE Communication Section's E. A. "Wally" Richter Communication Leadership Award and the PBA's Arthur J. Birdsall Award for dedication to and advancement of the organized bar.

On a sad note, the entire *County Line* "family" sends condolences to Liz on the recent loss of her mother.

ABA Grants to Two Pennsylvania Programs for Senior Citizens

Two Pennsylvania programs are among 10 nationwide recipients of Partnerships in Law and Aging Program mini-grants awarded jointly by the American Bar Association's Commission on Legal Problems of the Elderly and the Borchard Center on Law and Aging.

The grants, of \$7,500 each, went to Susquehanna Legal Services, Williamsport, and the Senior Citizen Judicare Project, Philadelphia. The Williamsport grant will be used to design and implement an elder mediation project to increase senior citizen access to dispute resolution options in a rural community. The Philadelphia grant will fund provision of legal assistance to Hispanic senior citizens and Spanish language community education and outreach.

PBA Malpractice Avoidance Seminar Schedule

For more information, contact Art Birdsall, PBA County Bar Services, at 800-932-0311, ext. 2218. Look for the fall schedule of Malpractice Avoidance Seminars (for Pennsylvania's western counties) in the October issue of *The County Line*.

LUZERNE

Wednesday, Aug. 2 - 9:00 a.m.
Genetti Hotel, Wilkes-Barre
You be the Judge, Tape 1
1.5 ethics credits

LACKAWANNA

Wednesday, Aug. 2 - 3:00 p.m.
Radisson Lackawanna Hotel,
Scranton
You be the Judge, Tape 1
1.5 ethics credits

CHESTER

Wednesday, Aug. 23 - Part 1, 10:00 a.m.
Chester County Bar Headquarters,
West Chester
You be the Judge, Tape 1

1.5 ethics credits

Wednesday, Aug. 23 - Part 2, 1:00 p.m.
Chester County Bar Headquarters,
West Chester
You be the Judge, Tape 1
1.5 ethics credits

Saturday, Sept. 23 - 9:30 a.m.
Chester County Bench Bar
Landsdowne Resort, Leesburg, Va.
LIVE, 1.0 ethics credit

PBA Fair

(Continued from page 1)

will ever try is assisting his children in their search for a college education," wrote William Peter Chapas of Wallace, Chapas & Associates P.C. "It is my opin-

ion that the best support available to assist in a college search is Educational Consulting Services Inc."

Registration for the two-day event will be \$35, which includes lunch on Monday, Sept. 18. Registration will be \$15 for those who only want to attend the Tuesday, Sept. 19 session. In addition to the registration fee, all programs that offer CLE credit will cost \$20, and the "Check the Pulse of Your Office" program will be an additional \$150. There will be an additional \$12 charge per person for spouses and children who attend the "Paving Your Child's Road to College" program and stay for lunch.

The fair schedule as available at press time is listed below. For more information, contact the PBA Member Services Center at (800) 932-0311.

Monday, Sept. 18

7:30 a.m. - 1:30 p.m.

Registration

8:30 a.m. - 10:00 a.m.

"Paving Your Child's Road to College" - Educational Consulting Services - Dr. Rose Feldman and Dr. Susan Smerd

8:30 a.m. - 11:45 a.m.

"Software Shoot-out for Mid- to Large-Sized Firms" (Juris; Pyramid; Omega)

9:00 a.m. - 12:15 p.m.

"Software Shoot-out for Small- to Mid-Sized Firms" (Timeslips; Tabs III; PC Law Pro)

10:15 a.m. - 11:45 a.m.

"Personal Financial and Retirement Planning" - Dana C. Craig, CIMA, Senior Vice President, Salomon Smith Barney

Noon - 1:15 p.m.

Buffet Lunch

1:15 p.m. - 5:00 p.m.

"Check the Pulse of Your Office: Management and Technology Tools for the Busy Lawyer" - Nancy Byerly Jones, Esq., President, NBJ & Associates, Inc.; Ellen Freedman, CLM, Pennsylvania Bar Association

1:30 p.m. - 3:15 p.m.

"Marketing on a Limited Budget: Helpful Tips" - Robert Oltmanns, president, Skutski & Oltmanns Public Relations & Marketing Communications

Tuesday, Sept. 19

7:30 a.m. - 10:00 a.m.

Registration

8:30 a.m. - 9:45 a.m.

"Getting Paid" (CLE) - Ellen Freedman, CLM, Pennsylvania Bar Association

"Hot Tips 101: Financial Management Tools for your Practice" (CLE)

10:00 a.m. - 11:30 a.m.

"Virtual Lawyer: Using Technology To Stay Connected" (CLE) - Joel B. Bernbaum, Esquire, Ladov, Bernbaum & Grossman

"Who Gets What? Determining Law Firm Salaries"

2000-2001 CCBL Executive Committee

Hon. Rea Boylan Thomas, President
William Z. Scott, Vice President
Francis X. O'Connor, Secretary
Michael H. Reed, Treasurer

Members

Sandra Weyant Upor, Somerset
Samuel D. Miller III, Montgomery
J. Marie Webb, Greene
W. Richard Gentry, Chester
Marianne S. Canning, Lehigh
Seth A. Mendelsohn, Harrisburg

County Bar Services Director
Arthur J. Birdsall

The County Line Editor
Jill E. Gouse

The County Line is published quarterly. Submissions, inquiries or comments should be sent to Arthur J. Birdsall, PBA, P.O. Box 186, Harrisburg, PA 17108-0186 or e-mail county_bar@pabar.org.

Copyright © 2000 by the Pennsylvania Bar Association.

www.pabar.org