



Retirement Dinner Chairperson Linda Eynon and CCBA President Lou Lessig present Judge Orlando with a gift from the Association. See additional photos from the evening on page 13

TASTING EVENT

Celebrity Chef Bobby Flay to Cook at South Jersey...Tastefully Yours!

Few chefs combine the down home personality and culinary skills of Bobby Flay, who has built a restaurant empire since establishing his first Mesa Grill in New York City in 1991. The Camden County Bar Foundation is honored that Bobby himself has agreed to grill for us at our *South Jersey...Tastefully Yours!* food and wine event. "I have tremendously enjoyed my time in South Jersey, first at the Borgata in Atlantic City and now offering gourmet burgers in Cherry Hill. So, when I was asked whether I could make time to participate in an exposition of South Jersey food and then learned what a great cause it supports, I arranged my schedule to come and grill for and chill out with the guests." Bar Foundation President, Richard DeMichele called this "an exciting, major coup for us!" Association President-Elect, Brenda Eutsler, who received the good

news while in Florida, texted her response: "OMG!"

"I understand Bobby will be grilling something special for us," advised Executive Director, Larry Pelletier. According to the Flay group, the Food Network star will be venturing far outside his usual steak and burger menus to serve kale and octopus fritters with a honeyed, tamarind-infused, mascarpone demi-glace. "SWEET!" observed Association President, Louis Lessig. "It seems that whatever Bobby Flay touches turns to gold, so this should be a 24 karat experience. I hasten to add that once gold hardens from its molten form it can

Continued on Page 10

Join us for . . .

Cocktails & Conversation



Bench-Bar Cocktail Party

Thursday, May 3rd
Cafe Aldo Lamberti

Cocktails & Conversation Bench/Bar Cocktail Party Members Only

If you're looking for an early springtime opportunity to relax with colleagues from the bench and bar while enjoying a two hour open bar and mouth-watering party fare, then Cocktails & Conversation fits the bill!

Scheduled for 6-8 pm, Thursday, May 3rd at Cafe Aldo Lamberti on Route 70 East in Cherry Hill, this "Members Only" event provides a terrific opportunity to mix and mingle with colleagues and Camden County judges of the Superior, US District, Bankruptcy and Workers' Compensation Courts, in a relaxed atmosphere. And, if last year's Cocktails & Conversation was any indication, we'll have another packed house!

Tickets are only \$55 (\$50 for lawyers admitted less than 5 years), with advance reservations required. Refer to the Cocktails & Conversation Bench-Bar Cocktail Party insert in this month's Barrister for additional information and to make your reservation(s). **This is a member only event and early registration is encouraged.**

Advertise in the 2012 Dinner Dance Program Book

Support the Bar Foundation's Community Service Programs

This year's Annual Dinner Dance will take place on **Saturday, June 9th** on the campus of Rutgers University-Camden. Pay tribute to the Association's incoming President, Brenda Lee Eutsler, and the incoming Officers and Trustees of the Association and Foundation by placing an ad in the 2012 commemorative program book.

Proceeds from the Dinner Dance and Adbook

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Don't Delay, Renew Today!

Dues notices for the 2012-13 membership year should be on your desk, or soon will be, and are payable by June 1. Paying promptly ensures that your Association continues to serve you and the community with its many important programs and services.

As a CCBA member you receive numerous benefits, which more than justify the cost of dues:

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Continued on Page 14

The Docket

Tuesday, April 3rd

Young Lawyer Committee Meeting

Noon – 2 pm

Bar Headquarters, Cherry Hill

DWI Review – 2012

4 – 6:15 pm

The Mansion, Voorhees

Thursday, April 5th

Debtor/Creditor Committee Meeting

8 am

Bar Headquarters, Cherry Hill

Labor & Employment Law Committee

CLE Luncheon

Ethics: Interviewing Employees

Noon – 2 pm

Tavistock Country Club, Haddonfield

Tuesday, April 10th

CCBA Board of Trustees

Executive Committee Meeting

8 am

Bar Headquarters, Cherry Hill

Wednesday, April 18th

CCBA Board of Trustee Meeting

4 pm

Bar Headquarters, Cherry Hill

Friday, April 20th

Tastefully Yours!

6 – 10 pm

Collingswood Grand Ballroom

315 White Horse Pike, Collingswood

Tuesday, April 24th

Autism, Representing Individuals and

Agencies Affected by Autism

4 – 6:30 pm

Tavistock Country Club, Haddonfield

Thursday, April 26th

CLE on Tap! NJ Criminal Trial Preparation

3 to 6:15 pm

TapRoom & Grill,

427 W. Crystal Lake Ave.

Haddon Township

Friday, April 27th

Social Security Committee Lunch

Noon – 2 pm

Bar Headquarters, Cherry Hill

Tentative agenda for April 18 Trustees Meeting

A tentative agenda for this month's regular Board of Trustees meeting follows. The meeting will begin at 4 p.m., at Bar Headquarters in Cherry Hill. All meetings are open to the membership. Anyone interested in attending should notify and confirm their attendance by calling Bar Headquarters at 856.482.0620.

- I. Call to Order
- II. Minutes from Previous Board Meeting
- III. Treasurer's Report
- IV. President's Report
- V. Executive Director's Report
- VI. Membership Committee Report
- VII. Young Lawyer Committee Report
- VIII. Standing Committee Reports
- IX. Foundation Update
- X. NJSBA Update
- XII. New Business (if any)
- XIII. Old Business
- XIV. Adjourn



What you MUST Know About Taxes & Personal Injury/Employment Awards—Or Else! was the title of a recent CLE seminar at Tavistock Country Club. Program presenters were **Steven S. Poulathas, Esq.**, Flaster/Greenberg, P.C.; **Frank D. Allen, Esq.**, Archer & Greiner, P.C.; and presenter/moderator **Martin H. Abo, CPA**, Abo & Associates, LLC.

Barrister

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Camden County Bar Association

President

Louis R. Lessig
360 Haddon Avenue
Westmont, NJ 08108

First Vice President

Gary W. Boguski
199 6th Avenue
Mt. Laurel, NJ 08054

Treasurer

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Executive Director

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Editorial Offices

1040 N. Kings Highway
Ste. 201
Cherry Hill, NJ 08034

President-elect

Brenda Lee Eutsler
1702 Haddonfield-Berlin Rd.
Cherry Hill, NJ 08033

Second Vice President

Casey Price
35 Kings Hwy. East, Ste. 110
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Secretary

Louis R. Moffa, Jr.
457 Haddonfield Rd., Ste. 600
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Out & About

Judge Orlando's Retirement Dinner



Mike Berger & Judge Freeman



Mike Joyce, Judge Meloni & Judge Holden



Judge Axelrad & Steve Eisner



Ren Cicalese & Allen Etish



Judge Bookbinder, Judge Fox, Linda Eynon, Judge Rand & Steve Polansky



CCBA President Lou Lessig & Jim Hamilton



Jim Greenberg & Mike Ward

Rutgers School of Law-Camden Federal Prisoner Reentry Project

Partnered with the United States District Court for the District of New Jersey, the Rutgers School of Law-Camden Federal Prisoner Reentry Project works closely with the United States Office of Probation to identify those currently on Federal Probation and Supervised Release who have outstanding civil legal issues that prevent successful reintegration. Examples of these types of legal issues include, but are not limited to, driver's license restoration, child support matters, debt collection and bankruptcy matters.

While many of these matters are handled internally, with students supervised by the Project's Managing Attorney, the Project is actively seeking the assistance of lawyers in private practice who are willing to represent the Project's clients on a pro bono basis. The assistance of pro bono attorneys is essential to the success of the Project in terms of keeping a manageable case load and providing expertise in unique areas of law.

To that end, the matters that are referred to the Project are carefully prescreened by the United States Office of Probation to ensure that the clients referred for legal services are compliant with all conditions of probation, and are motivated and energized to turn their life around.

Additionally, the Project would provide interested attorneys with mentoring and training in the relevant area of law, and attorneys will have access to all of the Project's legal reference and training materials. Attorneys will have the opportunity to work with students, and request their assistance if desired. Meetings with clients can take place at the location of the attorney's choosing, and the United States Office of Probation has agreed to make space available to meet with clients in their office located in the Federal Court House in downtown Camden.

Further, participation may qualify as an exemption to New Jersey's pro bono requirements under *Madden*, as participation in other law school projects already provides a recognized alternative to *Madden* assignments. The law school will be seeking guidance and clarification on this issue.

If you are interested in participating in the Project or have questions, please don't hesitate to contact the Project's Managing Attorney, Todd A. Berger at 856-225-6413 or at prisoner-reentry@camlaw.rutgers.edu

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NJSBA UPDATE

What's In a Name?

The Shot Gun Wedding



By Arnold Fishman

I am old enough to remember, even if just barely, when people were forced to marry—sometimes at the point of a gun. It has been a long time, but I can also remember when my son decided he wanted to go to Nova Law School. Nova is a small law school located in Fort Lauderdale Florida. I told him that the good news was that,

around here, when you say that, people will think you are talking about Villanova, and they will conclude you went to a good school. In spite of that, I am proud to relate that he has matured into an extremely accomplished attorney. He has certainly become the driving force and the laboring oar in our firm. (I only go into the office to sign my own paycheck.) I trust that in the couple of decades of his practice, just as in the almost half century of mine, no client has ever asked him where he went to law school. That having been said, I have always been enormously proud of having been graduated from Rutgers the State University School of Law – Camden.

I went to the old school. It was located on the same spot but it was tiny. The class of '65 started with sixteen and graduated nine. In my senior year you could have an elective class of three students. If one was sick and one cut, it was you and a professor head-to-head for an

hour. Imagine that! It was a gazillion dollar education, for which I paid \$250 a semester, and I was an out-of-state student. The school enjoyed a fine reputation then, and over the years that reputation has only gotten better. It has produced many of the stellar jurists, accomplished lawyers and outstanding leaders of our community.

As an aside, those who follow this column have heard me gripe about how I struggle to come up with a topic to write about. In that regard, I am grateful to our Governor Christie. It seems that almost every other article is about something he is trying to do that tests my gag reflex. This one is no exception. To set the scene: it is February, and I have just returned from vacation. While I am here physically, my mind is still in Antigua. Intermittently, I am reading a good book, seeking the shade of a palm tree, or stuffing my face. I am purposefully out of touch with reality. Respite over, our substantiation of the occasional failure of the democratic process' latest trip into What-Could-You-Have-Been-Thinking Land, is—in spite of “past performance being no predictor of future performance”—consistent with his previous routine.

Is my favorite politician really proposing to roll my *Alma Mater* into Rowan? No offense intended, but isn't that like Jonah swallowing the whale? Think of the merger of Allstate and I-Might-Have-Heard-Of-Them Insurance Company, and coming out the other end having adopted the unknown's identity. You would do that only if the cops were after you! If there is a rationale for this, I must have missed it. If there are economies involved, I can't imagine what they would be. It costs just as much to run the institutions after a merger as it costs before unless there are inefficiencies that would be remediated as a result of, and at the cost of, the loss of a hard won identity. If they exist, they certainly have not been made explicit. And even if they exist why would you “toss the baby out with the...?” Rutgers, The State University in general and its Camden School of Law in particular have a gravitas acquired painstakingly, and as the result of much effort and over a long period of time. According to the gnomes imbedded in my computer “gravitas” is “translated variously as weight, seriousness, dignity, or importance.” Rutgers Law – Camden is all of those and more. It is greatly responsible for where I am lucky enough to find myself today.

Your Camden County Bar Association, at its February Board meeting, resolved to oppose this hostile takeover, and your New Jersey State Bar Association resolved to do the same. I would experience a profound sense of loss if my old school went away.



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During his sixteen (16) year tenure, he served as a Trial Judge, Assignment Judge and Presiding Judge in Burlington County. He has extensive trial experience in personal injury, medical malpractice, product liability, commercial litigation and insurance matters.

He is one of only a few individuals who has served in all three branches of state government, he was a state legislator in 1974, chief counsel to the governor in 1990 and then a trial judge, capping off his forty-three (43) years in the legal profession.

Judge Sweeney received The Distinguished citizen of the Year Award from The Boy Scouts of America in 2008. He is also a member of the Board of Trustees for Virtua Health System.

He received his B.A. degree from LaSalle University in 1963 and law degree from Seton Hall University School of Law in 1966.

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support the Bar Foundation's many community service programs and projects that improve the quality of life for local residents, such as parties and picnics for disadvantaged kids, scholarship awards for deserving high school and law school students and scholarships for disabled students attending the Larc School.

Reserve a display ad for your firm or place your own personal display ad. To be included in this year's book, use the Adbook Flier in this month's inserts. To be included, your ad must be received by Bar Headquarters no later than **FRIDAY, MAY 25th**.

PERSONAL INJURY

Closing the Personal Injury File and Keeping It Closed Using Settlement Preservation Trusts



By Thomas D. Begley, Jr.,
CELA
www.begleylawgroup.com

In cases involving a minor or incapacitated plaintiff, the usual practice is to deposit the settlement proceeds in the Surrogate's office.

The problem is that when money needs to be taken out, an application is necessary for each withdrawal. In the case of a minor, the additional problem is that at age 18 the minor can walk into the Surrogate's office and say, "Wish me Happy Birthday, and please give me my check for \$6,000,000. I am going to Atlantic City to celebrate, and I am going to leave it all on red." Similar problems exist with young adults, particularly those who have had no experience dealing with money.

One common strategy for dealing with this situation is to structure the minor's recovery and provide for payments beginning at age 18 of a specific amount per year, typically \$25,000 for four years to pay for college, and then providing an income stream thereafter. One problem with this strategy is that there are no funds available prior to age 18 if they are needed by the minor, at age 18 the lump

sum payments for college begin whether or not the plaintiff goes to college. If the plaintiff does not go to college, the money is often squandered. If the plaintiff does go to college, the amount of the POP may not be sufficient. In other words, there is little flexibility in this approach. A third option is a Settlement Preservation Trust (SPT). As a part of the settlement, a court can be asked to establish a settlement preservation trust to hold the assets for the plaintiff. If a structured settlement is appropriate, an analysis can be made as to how much of the settlement should be paid to the SPT in a lump sum and how much should be paid by the structured settlement annuity to the SPT. Applications to the Surrogate for distributions are avoided in this manner and can be made by the trustee. There is more flexibility, because if the structure does provide for lump sum payments for college and the plaintiff does not go to college, the monies can be retained in the trust. If the lump sum payments for college are insufficient, the cash portion of the settlement can be used to make up the difference. Generally, the plaintiff is given withdrawal rights, which enable her to withdraw principal at a certain age. Since children tend to mature more slowly today

than earlier generations, the age is typically 30, but in a large settlement it could be half at 30, half at 35, or one-third at 30, one-third at 35, and one-third at 40. This is flexible. In the meantime, assets in the trust can be used to provide for whatever the beneficiary needs, including buying a home or starting a business if the size of the trust warrants such distributions.

Another situation in which a SPT is useful is when there is a large settlement and the beneficiary is receiving means-tested public benefits, such as SSI and Medicaid. An analysis can be made to determine the value of the SSI and Medicaid. It is often possible to obtain private medical insurance for the disabled plaintiff even with a preexisting condition. In those situations, a SPT is often utilized rather than a Special Needs Trust, because the SPT has more flexibility with respect to distributions and no payback provision to Medicaid is required.

The SPT also usually results in better money management of the settlement funds than would be available through the funds being deposited in the Surrogate's office. Most judges see the wisdom of these trusts and are happy to establish them as a part of the settlement.

The SPT is an irrevocable trust, generally administered by a corporate trustee. Family members serve as trust protector and are given the right to remove and replace the trustee.



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Trouble Spots and Some Important Relief for Homeowners Facing Foreclosure

By Steven R. Neuner
sneuner@nv-njlaw.com

People facing foreclosure have a lot of issues and concerns. They are especially in need of advice. This article will cover three topics: (1) liability if the property is vacated before delivery of the Sheriff's deed; (2) risks of possible deficiency liability; and (3) a quick but not dispositive discussion of some possible tax liabilities. These are all important to deciding whether to do a short sale or deed in lieu of foreclosure, file for bankruptcy, or ride it out to the Sheriff's sale.

Recent statistics show that the average time to Sheriff's sale is almost three years. With a large backlog of existing foreclosures, this is not likely to change soon, although some indications suggest it might at some future date.

Moving out of the property before the Sheriff's deed or other transfer of title may be ill advised for several reasons. First, the homeowner remains liable for any damage to person or property caused by or on the property until title is transferred. And liability for condominium or homeowner association dues continues. Even a Chapter 7 bankruptcy discharge normally only eliminates personal liability for monies owed when the bankruptcy was filed, leaving subsequent dues and charges still to be paid until the homeowner no longer has title. 11 U.S.C. 523(a)(16). **But see** 11 U.S.C. 727(b) and 328(a). In Chapter 13 the result is usually the same. **See** 11 U.S.C. 1328(d). Once a property is vacant, most homeowners insurance

policies no longer provide coverage and require the homeowner to give notice the property is vacant. The cost of insuring a vacant property is much higher.

Another problem after a property is vacated is the cost and obligation of upkeep, but here some relief for the homeowner is available. N.J.S.A. 46:10B-51(b) provides that if a property in foreclosure is vacated or abandoned, and prior to vesting of title in the creditor or any other third party... the property is found to be a nuisance or in violation of any applicable State or local code, the local public officer, municipal clerk, or other authorized municipal official shall notify the creditor, which shall have the responsibility to abate the nuisance or correct the violation in the same manner and to the same extent as the title owner of the property, to such standard or specification as may be required by State law or municipal ordinance. In this situation, the homeowner's attorney should notify the mortgage lender or counsel and the municipality in writing that the property is vacated.

Liability for deficiencies on the foreclosed mortgage is yet another concern. A bankruptcy discharge will eliminate personal liability, but even without such a discharge protections are available. Where all the following are true, the mortgage lender must start and complete a foreclosure before filing suit against the borrower personally on any deficiency, N.J.S.A. 2A:50-2; 2A:50-2.3:

1. The mortgage debt being foreclosed was not incurred for a business or commercial purpose;

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Selected Law Firm Collection Techniques and Tips



By Martin H. Abo, CPA/ABV/CVA/CFF

What follows are but some of the ideas taken from my last lecture on billing and accounts receivable issues presented to the National Employment Lawyers Association, New Jersey meeting. The full handout is available by just so requesting on our website at www.aboandcompany.com, calling us at 856-

222-4723 or emailing marty@aboandcompany.com. Perhaps consider these ideas:

- Speeding up billing has a ripple effect in reducing related problems and ultimate write-offs or adjustments (i.e. payment for services performed almost 5 months after when actual payroll was incurred; monies could have been available earlier but were used for other “squeaky wheel vendors”; lawyers will often make concessions when time has passed; client appreciation has already waned with the passage of time, etc.).
- Provide priority processing for large billings and consider requesting progress payments on such large amounts. If your type of firm allows, consider requesting payment in advance or at time of service. Speeding up just a few days in receivables can make major differences in cash flow.
- Consider elaborating in your engagement letter how the client will be billed and how the law firm expects to be paid.
 - State how the fee is to be charged, how it will be calculated, when the fee is to be paid and the consequences of non-payment, including your right to withdraw (ethically permitted). Importantly, spell out the consequences for non-payment within the agreed upon terms.
 - State frequency of billing — monthly or even bi-monthly.
 - Request deposit to trust accounts or a minimum trust deposit requirement.
 - Understand whom the firm should contact regarding receipt of invoice and payment. See if a “cc” to or an “information only” party should also be designated. (If the client requires that the invoice be sent to his/her attention, discern the name, number, and e-mail of his/her assistant).
 - Suggest email of bills in addition or in lieu of mailed paper bills
 - Remind client payment does not waive their right to dispute late charges.
- The cost of extending credit is a good example of the hidden costs that “eat up” working capital. Just ask your accountant to show you the math. Consider the cost in direct bad debt losses as well as in payroll dollars for the time, effort and attention that slow paying accounts cost your firm. These are the truly hidden costs for these efforts and the least enjoyable part of any job (Abo considers it akin to “combat pay”). Then add the cost of capital tied up in receivables to the interest you pay to carry such receivables.
- The partner in charge should make it clear to all relevant staff that **THE FIRM IS IN BUSINESS TO EARN CASH FROM CLIENTS** and that **A MATTER IS NOT COMPLETE UNTIL IT IS PAID FOR**. All professional, as well as support staff, have a part to play. Partners should be candid with associates and other employees about existing difficulties and about their role and stake in getting the firm through these tough economic times. For example, account queries are not just low-level clerical matters. They are probably complaints from unhappy clients who may feel let down. They justify non-payment and should be resolved ASAP as prime client service priorities.
- Many business clients and even individuals pay their bills on a specific day of the month. Payment of invoices that arrive after that date, say the 10th, are put off until their next contemplated payment date. Find out what those cut-off dates are for your large clients and make every effort to meet them.
- Cycle bills by designating specific clients or billing partners to perhaps a 4-week or so billing cycle. Such will spread out the work as well as smooth out the cash flow.
- Send the invoice to a “named individual” using first class postage. For very large amounts, consider using courier services.
- Increase the urgency of second payment requests by use of large lettering, red ink, underscoring, labels, etc.
- Law firms should encourage drifting from the “conventional billing model” to speed up the billing and collection cycle (i.e. agreed upon fixed fees with established progress payments or even payments in advance; monthly or quarterly budgeted advance on an interim basis, etc.). While caution is needed to so monitor profitability, fixed fee arrangements may speed up collection for work performed but may enable the firm to benefit from internal efficiencies it gained from technology, similar past projects, leverage of less expensive personnel, etc.
- Make a photocopy of the check from the client if there is a good possibility that the check may bounce and it will likely be retained by the customer’s bank. Having made a copy before depositing the check gives you much vital information such as a) the name of the debtor’s bank; b) the debtor’s bank account number; c) the full name of the debtor; and d) the address appearing on the check, which may differ from the address in your files. All of this information is invaluable if you need to turn the account over for collection or take legal action to collect.
- Law firms (or any business) may wish to consider outsourcing the credit and collection function partially or entirely, especially if you have inadequate or inexperienced staff and are unable to proceed with collection efforts on a timely basis. Such collection enterprises typically offer law firms a comprehensive collection service for managing and collecting the law firm’s commercial accounts receivables, including client accounts receivable up to pre-litigation and small claims court service. They may even function as an undisclosed support service in the name of the law firm, allowing the law firm and the lawyers to concentrate on the practice of law and not on the running of a collection department or operation. The law firm retains this outside agency to handle its accounts collections process, functioning as an extension of the law firm, collecting accounts in the name of the law firm, effectively operating as the collections back-office of the law firm.
- Watch out for the “end of the fiscal year squeeze.” Especially prevalent in larger firms, billing partners typically are pressured into putting on the “full court press” in the final days of the firm’s year-end. Lawyers will often offer their clients significant discounts as many are compensated based on their actual annual collections. Many such clients will not only defer payment

Resolution of the Camden County Bar Association Regarding the Proposed Merger of Rutgers, The State University of New Jersey, Camden Campus, and Rowan University

At its February 22nd meeting, the Board of Trustees of the Camden County Bar Association, on behalf of the Association's 2,300 members, adopted a resolution in opposition to the planned Rutgers University-Camden/Rowan University merger. The trustees expressed concern that a merger would endanger Rutgers-Camden in general, and the law school in particular, and the entire Camden County and South Jersey community.

The resolution has been forwarded to Governor Christie, Rutgers' officials, the New Jersey State Bar Association, The Courier-Post, and The New Jersey Law Journal.

The resolution is included in this month's inserts.

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TASTING EVENT

Celebrity Chef Bobby Flay to Cook at *South Jersey...Tastefully Yours!*

Continued from Page 1

cause tooth damage when chewed, so guests must exercise caution.”

Harvesting the many octopi required to serve the estimated 250 guests began in March. When efforts to enlist the services of the Adventure Aquarium in Camden to acquire 25 locally raised creatures were unsuccessful, the organizers turned to Nadia Suleman. “Who better than an Octomom to help us find the right product,” Larry explained.

To kick off an event as big as our *South Jersey...Tastefully Yours!* on April 20th we thought we would first serve up this big dish of April Fools fancy to whet everyone’s appetite for the real thing. Perhaps if Chef Flay (whom we understand is a big reader of *The Barrister*) reads this in time, he can round up some food and treat us all to a special creation!



The Association recently co-sponsored the 19th Annual Bankruptcy Conference with the Burlington County Bar Association at Tavistock. Conference presenters: **Jane McDonald**, Staff Attorney for Isabel Balboa, Chapter 13 Trustee; **Kevin Huang**, Dilworth Paxson, LLP; **Hon. Gloria Burns**, U.S. Bankruptcy Court; **Jerrold N. Poslusny, Jr.**, Cozen O’Connor and moderator **Michelle H. Badolato**, Brown & Connery, LLP.

Selected Law Firm Collection Techniques and Tips

Continued from Page 8

awaiting such an offer but also and even worse, begin to expect such discounting throughout the year and on all matters.

- Firms should be aggressive in collecting overdue accounts but don’t spend more money chasing small accounts than you can receive by collecting them. Make direct telephone contact quickly with

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LAW PRACTICE MANAGEMENT

What is the Goal of Goal Setting for a Prosperous Law Practice?



Part 1 of 2

By Kimberly Alford Rice

As a lawyer, you would not have made it this far without effective goal setting. The very exercise of identifying a goal, determining key incremental steps to take to reach that goal requires a very deliberative process of mostly linear thinking. Why, then, are so many lawyers unable (or unwilling) to attain the goals they set in building their practice through leveraging strategic marketing tactics?

Goal setting is a crucial factor in any effective business development and marketing plan. The goal is typically along the lines of “build a healthy practice”; “get more clients” (as if they may be “gotten”); “generate more visibility for myself and my firm,” and so on.

While all of these goals are very possible when supported by concrete marketing tactics, so many lawyers fail to attain their goals. What gives?

So many times, we hear “I’m so busy” or “I’m not rewarded for non-billable time” and I just shake my head.

Unquestionably, client obligations and commitments must be met, but if effective time management techniques are employed, it should not be to the exclusion of executing action steps to build and grow your law practice.

By setting goals at the beginning of a marketing planning process, you decide what you want to achieve and then move step-by-step towards achieving these goals. Whether it is setting guidelines for yourself around how you want to proactively expand your network in a six-to-twelve month timeframe or develop more work from select clients in 2012, you will need to set goals to help keep you on track.

Goals provide long-term vision and short-term motivation, and help you to organize your time and resources so that you can maximize your concrete action steps. The following information will help you get started in your goal setting.

Why Set Goals?

Quoting the great American industrialist Henry Ford, “Whether you think you can or whether you think you can’t, you’re right.” Studies show us that setting goals is a significant contributor to success in personal and professional life. Goals provide direction and purpose to our lives. Not only is having goals important to success, but setting achievable goals is important to reaching your potential.

We find that the clearer we are about what our goals are, the faster we will be to achieve them. And in doing so, the generally more happy and more successful we will be. To that end, your very health can depend upon setting and achieving your goals.

(Continued on Page 15)

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WINE & FOOD



By Jim Hamilton

I hope next month to complete an interview I have begun with long-time radio wine personality, Herb Englebert, and to feature it in our May issue. Meanwhile, I would like to offer some suggestions for wines which, as I regularly am reminded, may require some searching to locate on shelves. I would encourage anyone who does not readily find a wine that seems to you to be worth trying to speak to your wine merchant about acquiring some for you since most all of the wines featured in this column are distributed by well-represented importers.

2010 Fattoria Zerbina Albana di Romagna "AS" is a refreshing white wine from a leading producer in Italy's Emilia-Romagna region best known for its gastronomy and its Lambrusco wines. I had the chance to taste this wine, and others from Zerbina, with owner and winemaker, Cristina Giminiani. The Albana grape is somewhat obscure, but in Cristina's capable hands yields this crisp, white floral and generously fruited glass of Springtime. It is uncomplicated, and not terribly nuanced, but offers plenty of affordable, refreshing pleasure.

Just as the Zerbina AS was a wine new to me, I recently enjoyed my first encounter with the wines of Austrian white wine specialist, Weingut Ott. As you likely know by now, Gruner Veltliner is the most widely planted white grape in Austria, and is starting to gain attention in other wine regions as well. This producer works mostly with Gruner Veltliner, and its entry level offering strikes me as providing Ott's best QPR opportunity. Ott's **2009 Weingut Ott Gruner Veltliner Am Berg** is an intense wine showing touches of citrus, grapefruit and slate wrapped around a nucleus of delicate melon rind. It is a wine displaying considerable penetration without coming across as lean or vegetal.

While I do not often eat at restaurants without having BYO privileges, Linda was anxious to try a kitchen on Rittenhouse Square. We always enjoyed chef Bryan Sikora's cooking at Django and then Talula's Table, so seeing how he was faring at his new and well-reviewed center city location seemed a sensible way to celebrate our anniversary. The food did not disappoint, nor did the wine we selected from an imaginatively devised wine list. Indeed, after enjoying the **2009 Domaine de la Patience Merlot** with dinner, I made a few trips to a local wine shop to acquire some for drinking at home. I suspect if Miles in *Sideways* had the opportunity to try this wine he may

have been less disdainful of the varietal, likely setting back a few years the advancing fortunes of his Pinot Noir alternative. Merlot rose to its pre-*Sideways* popularity on the strength of its forward fruit and French pronunciation, and simple renditions began to make many of the wines caricatures of "the real thing." I suspect many seasoned wine drinkers would be hard-pressed to identify this wine as Merlot in a blind tasting. It is a decidedly mineral-infused, herb-endowed wine which places the plummy, dark cherry fruit in more of a supporting role. "Patience," as it turns out, is a virtue of a different kind, in this case an herb found in the northern Languedoc region of France where the vineyard yielding the grapes for this wine is located. I think it is more than power of suggestion that the wine enjoys the influence of its *terroir* which helps make it so food compatible. The organic viticulture employed may add an additional plus for those who appreciate such practices.

Let's stay in southern France and move slightly east of the Languedoc to the southern Rhone region and talk about yet another of the fine value wines coming from the Cotes du Rhone in the 2009 vintage. **2009 Domaine St. Gayan Cotes du Rhone** is a Grenache-dominated blend that possesses supple, dark berried fruit, touches of cocoa and a vein of black pepper. At less than half the price of this producer's more critically acknowledged Gigondas (which has a similar grape blend but from a more prestigious appellation), the wine will be an affordable accompaniment to a variety of meat, or meaty, dishes.

I recognize that value-pricing is a relative term, and that not all wines representing a good quality/price rapport will be viewed as affordable. However, every now and then, a meal or occasion calls for a nice dessert wine closer, and one recently tasted fits the bill at much less than Papelbon dollars. **2008 Oremus Tokaji Late Harvest Botrytis** is sold in half bottles and offers the honied and floral qualities one might expect in a "noble rotted" white grape (Furmint), non-fortified dessert wine. It is sneaky sweet, hiding its sugar level by its abundantly textured ripe white peach and nectarine fruit. It displays the balance a good dessert wine must have to maintain its charm and drinkability.



Judge Faustino (Fuzzy) Fernandez-Vina, newly appointed Assignment Judge for the Camden Vicinage, presents Judge Orlando with a gift from the Vicinage Judiciary.



Not Good Bye, Just So Long



Chief Justice Rabner, Judge McBride, Dinner Chairperson Linda Eynon, Judge Natal, Judge Leone



Bob Porter & Bob Harbeson

It was an unusually warm, late February evening as more than 250 guests arrived at Tavistock for the Association's Retirement Celebration for recently retired Assignment Judge Spike Orlando. Judges from across the state, including Chief Justice Stuart Rabner, bar members, family and friends enjoyed a lively cocktail reception before sitting down to a delicious dinner and formal program to bid farewell to our friend Spike.

Special thanks to Immediate Past President Linda Eynon for chairing the event, and our sponsors: Connell Foley LLP (diamond sponsor), Asbell & Eutsler, PA (Sapphire Sponsor) and McDowell-Riga-Posternock, PC (Pianist).

Best wishes, Spike!



Christine Gannon & Lisa Walsh



Dean Solomon, Joel Korin, Ellen McDowell & Marty Abo



Judge Brown, Mike O'Brien & Judge Natal



Judge Burkett, Judge Eynon & Andy Kushner



Rina & David Fox



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Casey Orlando & Donna Siegal Moffa



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Bob Greenberg, Diane Magram & Judge Solomon



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Open Enrollment Begins for 2012-2013 Lawyer Referral Service Panel

Enrollment is now open for the Association's popular Lawyer Referral Service (LRS) for the coming year. Panel membership is open to any lawyer who meets the necessary qualifications. The new LRS Panel will begin on June 1, and will continue through May 31, 2013. **Members serving on the current panel**

must re-enroll for the new LRS year.

Each year the LRS makes more than 5,000 referrals from callers with legal problems. These callers can afford a private attorney and many of these referrals result in fee generating cases. You can be a part of this growing venture that helps expand your

client base through pre-qualified referrals for the cost of a good dinner at one of the area's fine restaurants. This is the only Lawyer Referral Service sponsored and operated by the Camden County Bar Association, and provides a terrific community service for individuals requiring legal services.

The annual registration fee remains only \$75 for those admitted to the New Jersey Bar for up to five years or \$150 for those admitted six years or more. Please note that LRS panel members are subject to a fee sharing arrangement whereby panel members are required to remit back to the Association 10% of fees in excess of \$500. The fee applies to any referral received from the LRS and is payable when the participating attorney receives payment for services rendered.

A completed application, together with the appropriate enrollment fee and required original certificate of malpractice insurance coverage, must be returned to the Bar Association before referrals can be made.

Applications may be downloaded from the Association's website, camdencountybar.org, or by calling Denise Whybark at Bar Headquarters at 856.482.0620. Questions about the LRS? Contact Denise by phone or via e-mail at dkw@camdencountybar.org.

Don't Delay, Renew Today!

Continued from Page 1

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LAW PRACTICE MANAGEMENT**What is the Goal of Goal Setting for a Prosperous Law Practice?***Continued from Page 11***How to Set Goals**

Before jumping ahead to tactics (the specific action steps you will undertake to accomplish your goals), the question “what do I really want to achieve?” must be answered. The answer to that question is largely dependent upon at what stage of your practice you are. Whatever that may be, put a stake in the ground by declaring your goals, exercising a degree of realism at the same time.

While we advise that goals be realistic and attainable, you want to challenge and stretch yourself in the process. Be willing to extend a bit beyond your comfort zone. It does you no good to set goals which are beyond your realistic grasp, even with aggressive action steps to take you there.

The most productive way to state your goals is to actually write them down. Literally. Nothing like a good old piece of paper and a pen...or, a keyboard and a monitor, whatever the case may be.

What Next?

After honing in on your most important goals, the next step is to create a list of what steps you need to take to achieve them. This is the proverbial “where the rubber meets the road.”

By breaking down the goal, “expand my network,” you may want to consider the following action steps:

- Qualify who specifically I need in my network to increase my client base
- Research to what business/professional organizations these individuals belong (think industry groups)

- Research local chapters of those targeted groups in your area and check event calendars
- Schedule event dates in business calendar and attend.

That is but one sliver of a “what next” action step. To outline a series of action steps to take in achieving a goal, continue to ask the “what next” question until you’ve broken each action step into manageable tasks with a deadline by which you plan to have completed the individual task. By following this simple step-by-step process, you are well on your way to achieving your goals.

Stay on Track By Prioritizing

To make your action steps more achievable, outline a time frame, a way to track your steps further into smaller increments. For instance, instead of embarking on a yearly marketing plan, set smaller 90-day goals which may be broken down into monthly and even weekly goals.

As a lawyer coach, I am delighted when my clients approach their marketing plan execution in this manner by sending me their monthly goals and then updating me as they accomplish the steps needed to benchmark the goal. By these deliberative steps, I know they are committed to reaching their overall goals and our work together is valuable and worthwhile.

Sadly, many lawyers I’ve worked with over the years readily plan their billable work but do not take the same definitive steps to plan their non-billable work. To paraphrase Harvard professor and business management advisor David Maister: “What you do with your billable hours determine your income, what you do with your non-billable hours determines your future. Think of those non-billable hours as investment time.” Seriously.

In the second installment of this article, I will outline how to efficiently balance billable with non-billable hours and how to keep on track with the incremental step-by-step action steps to attain your business development goals.

Kimberly Alford Rice is Principal of KLA Marketing Associates (www.klamarketing.net), a business development advisory firm focusing on legal services. As a law marketing authority, Kimberly helps law firms and lawyers develop practical business development and marketing strategies which lead directly to new clients and increased revenues. Additionally, Kimberly provides career management services to lawyers in transition. She may be reached at 609.458.0415 or via email at kimberly@klamarketing.net.

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Trouble Spots and Some Important Relief for Homeowners Facing Foreclosure

Continued from Page 5

2. The property is a 1, 2, 3 or 4 family residential property occupied by borrower or immediate family when foreclosure commenced;
3. The mortgage is the primary security for the debt;
4. The mortgage is not subject to a prior mortgage held by an unrelated third party,

In this situation any action on the deficiency is available to the first mortgage holder only for a limited time. Such actions are time barred if not filed within 3 months of the foreclosure sale, and can only be filed against those who were named as defendants in the foreclosure action **Id.** This time deadline only applies to completed sales approved by appropriate legal sanction. **Wooten v Pollock**, 116 N.J. Eq. 490,491 (Ch 1934). Therefore, a short sale or a deed in lieu of foreclosure would not qualify.

Such deficiency actions are rare. Part of the reason may be because filing even a timely deficiency suit against the borrowers personally reopens the foreclosure and sale. Under N.J.S.A. 2A:50-4, once a deficiency judgment is obtained, the borrower has another 6 months to redeem and get the property back by paying the amount of the judgment, plus interest and costs. Needless to say, this creates title problems for the purchaser at the foreclosure sale.

Having said this, there are some important caveats and strategic considerations. Holders of junior mortgages who are unrelated to the foreclosing first mortgage lender are not subject to the above limitations, and can sue the borrower personally right away. However, assuming the junior mortgage lien is extinguished by the first mortgage foreclosure sale, the junior lien holder has to file suit on the deficiency within one year of the sale or its confirmation. N.J.S.A. 2A:50-8.

More importantly, the protections described above do not apply if the property is not occupied by the borrower when the foreclosure is commenced. So moving out too early is not wise.

A final consideration, and a frequently overlooked potential landmine in these situations, is the possibility of a borrower who has not had her debts discharged in bankruptcy incurring debt discharge income tax liabilities on a foreclosure sale, short sale or deed in lieu of foreclosure, where the lender is cancels the deficiency either by agreement or as a matter of policy, or because of successful application of a statute of limitations defense. Whenever a valid debt is canceled under these circumstances without full payment, the lender is required to issue a 1099-C stating the amount of the debt that is discharged, <http://www.irs.gov/pub/irs-pdf/i1099ac.pdf>. Unless one of several rules and exceptions applies, the debt becomes ordinary income taxed to the borrower the same as a cash payment received when the debt was discharged. There are protections for homeowners in foreclosures and mortgage modifications but the rules and exceptions are complex. **See publication 4681, Canceled Debts, Foreclosures, Repossessions, and Abandonments (for Individuals)** for the IRS explanation: <http://www.irs.gov/pub/irs-prior/p4681--2010.pdf>. Attorneys are well advised to bring up this potential issue and make sure the client knows to get competent tax advice.¹

Facing foreclosure involves a lot of difficult choices and options. Staying put or moving? Bankruptcy or alternative? This article highlights some of the many considerations that come into play.

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230 Garfield Avenue, Apt. D
Collingswood, NJ 08108
P: 609-647-3947

Lisa Sorokin Cohen, Esq.

1904 Rolling Lane
Cherry Hill, NJ 08003
P: 609-706-1000

Jason DiNapoli, Esq.

Lauletta Birnbaum, LLC
860 Route 168, Suite 204
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P: 609-670-8492

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NJ Superior Court
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P: 908-231-7196

Dan Loew, Esq.

Scott H. Marcus & Associates
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Turnersville, NJ 08012
P: 856-227-0800

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Layser & Freiwald, P.C.
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P: 215-875-8000

Hon. Edward J. McBride, Jr.

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Andrew T. McGuire, Esq.

Hagner & Zohlman, LLC
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Cherry Hill, NJ 08002
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Mulvihill & Rushie, LLC
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Philadelphia, PA 19125
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Ian J. Musselman, Esq.

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Richboro, PA 18954-9998
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Shimberg & Friel, P.C.
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Public Sector (1)

Jeannette Cartwright, Esq.

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Law Students (3)

William G. Blum

School: Rutgers Camden
1 Market Street, Apt. 244
Camden, NJ 08102
P: 631-796-6285

Thomas Andrew Hagner

Hagner & Zohlman, LLC
School: Rutgers Camden
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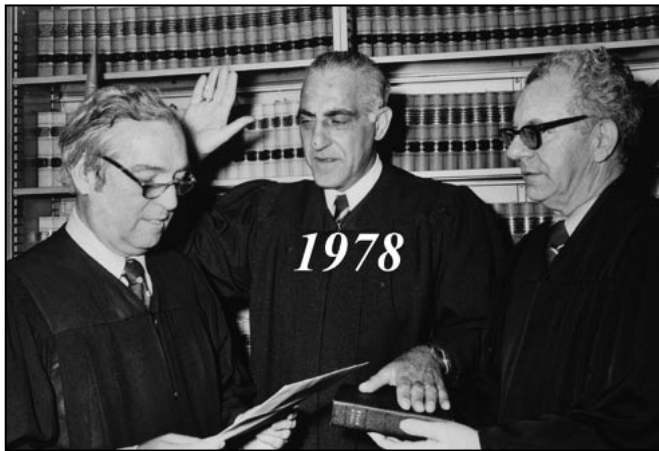
Alyse Goldstein

School: Rutgers Camden
303 Tearose Lane
Cherry Hill, NJ 08003
P: 856-428-5234

About the Author

Steven R. Neuner is Board Certified as a Business Bankruptcy Specialist by the American Board of Certification with over 28 years of relevant experience. He is a member of the CCBA Debtor-Creditor Law Committee, and regularly advises and represents debtors, creditors and bankruptcy trustee in bankruptcy, foreclosure and related matters.

¹ The author is neither a CPA nor a tax attorney. This information is supplied based on sources and authorities deemed reliable but is not authoritative. It is offered to help the reader gain an awareness of the potential issues. IRS CIRCULAR 230 DISCLOSURE: Pursuant to Treasury Regulations, any tax advice contained in this communication (including any attachments) is not intended or written to be used, and cannot be used or relied upon by you or any other person, for the purpose of (i) avoiding penalties under the Internal Revenue Code, or (ii) promoting, marketing or recommending to another party any tax advice addressed herein.



Back in the Day

By Hon. Richard S. Hyland (ret.)

Readers have asked for more Ed Menetti anecdotes, including some when he was a Superior Court Judge. As I noted before, he was eccentric and without question the “most unforgettable character” in the Camden legal community.

Before I met him, circa 1959, he had bought a sugar plantation in Cuba and had planned to move there with his wife Nan and children. At that time we used to hang out at the Park Crest nightclub at the old Airport Circle because we were friendly with the fine musicians who played there. One night as I was walking into the lobby I saw and heard him on the public phone screaming in Spanish. I asked the coat check person what was going on and she said he was fighting with Fidel Castro who had just nationalized his plantation without paying any compensation.

He was quite vain about his appearance and was the first guy I knew who tried hair plug transplants. The date was June 28, 1969 because he came to our wedding reception with his bald head loosely wrapped in bloody gauze from the procedure that morning. Some of our guests thought he had come from the hospital after an accident and it was so nice of him to do so. My wife still vividly remembers it as does her family.

When he was appointed to the bench some thought he would have to curb his conduct and comments. However, the robe did nothing to inhibit him at all. When I became a judge, it was Judge Rizzi’s practice to have a new judge sit with an experienced judge the first week and I was to sit with Ed on my first day for the “call of the list” in the Small Claims Court. The first case was a plaintiff vs. Pep Boys. After the plaintiff answered “here” there was no response from the defendant Pep Boys. So Ed called out for “Manny” and got no answer. He then called out for “Moe” and still no answer again. And then with comedic timing even Jack Benny would envy, he finally asked “Isn’t even Jack here today? No wonder these guys lose so many cases!”

Later came a plaintiff vs. “Ben’s Transmissions.” The Clerk handed him a note that said “The defendant would be delayed” to which he said “He must be having trouble with his transmission”

I didn’t gain any great judicial insights but concluded not to engage in humor from the bench because it was not well received by all in the courtroom that day and only Menetti could get away with it.

At that time the judges had lunch at a round table at the Plaza Hotel and one Friday he came there looking annoyed. He had just finished several motions in the Matrimonial Division where Jewish litigants who were separated or divorced were fighting over which Indian (American) camp their kids should go to for the summer; for example, Lenape or Hiawatha. He mused that someday he hoped to see a Native-American couple fighting over whether their kids should go to Camp Goldberg or Camp Schwartz. This was typical of his insightful and creative politically incorrect wit.

Despite the many laughs he gave us, I’m sad to note that his later years were tragic. He lost his son in a car accident and Nan who was a classy Vassar graduate, passed away early on. After he left the bench he became a recluse and his friends were unable to shake him out of it. Given his proud Italian heritage and love of music I can’t help but be reminded of the tragic fate of the clown in the opera *Pagliacci* in which the last line is “*La commedia e finita.*” “*The comedy is ended.*”

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VERDICTS IN THE COURT

Superior Court of New Jersey

VERDICT: No Cause Damage Verdict, Liability
Verdict: 65% Against Defendant Troutwein,
15% Against Defendant Lovera, 20%
Against Defendant (1/25/12)

Case Type: Personal Injury
Judge: Deborah Silverman Katz, J.S.C.
Plaintiff's Attys: Daniel Mancini, Esq. and
Conrad Benedetto, Esq.

Defendant's Attys: Scott Sheldon, Esq.,
Raymond Danielwicz, Esq. and
Laurie Tilghman, Esq.

L-6373-08 Jury (6)

*This verdict was incorrectly reported in the March
Barrister. The corrected verdict
is above.*

VERDICT: No Cause (1/27/12)

Case Type: Medical Malpractice
Judge: John A. Fratto, J.S.C.
Plaintiff's Atty: Michael J. Weiss, Esq.
Defendant's Atty: Charles C. Koernig, Esq.
L-1504-09 Jury

VERDICT: No Cause (1/31/12)

Case Type: Auto
Judge: John T. Kelley, J.S.C.
Plaintiff's Atty: Daniel Bernardin, Esq.
Defendant's Atty: Kimberly Hoehing, Esq.
L-6162-07 Jury (6)

VERDICT: No Cause: (1/31/12)

Case Type: Medical Malpractice
Judge: Richard Wells, J.S.C.
Plaintiff's Attys: Joshua Van Naarden, Esq. and
Gregory Haroutounian, Esq.

Defendant's Attys: Sean Buckley, Esq. and
Frank Calo, III, Esq.
L-600-08 Jury

VERDICT: No Cause (2/1/12)

Case Type: Employment Contract
Judge: Robert Millenky, J.S.C.
Plaintiff's Atty: Matthew Wolf, Esq.
Defendant's Atty: John Eastlack, Esq.
L-5499-09 Jury

VERDICT: Settled (2/7/12)

Case Type: Auto Negligence
Judge: Kathleen Delaney, J.S.C.
Plaintiff's Atty: Keith Jentis, Esq.
Defendant's Atty: Thomas Murphy, Esq.
L-2378-09 Jury

VERDICT: Liability Verdict: 18% Against Plaintiff
Anthony Shendock, 27% Against
Defendant Robert Parducci and 55%
Against Defendant Dazzo's Bar & Grill.
Damage Verdict: \$825,000 Against
Dazzo's Bar & Grill (No Pre-Judgment Int)
(2/9/12)

Case Type: Dram Shop
Judge: Stephen M. Holden, J.S.C.
Plaintiff's Attys: Charles Nugent, Esq. and
Alan Lands, Esq.

Defendant's Atty: Patrick Dacey, Esq.
L-3291-08 & L-6121-08 Jury

VERDICT: No Cause, Molded to \$1,000 in accord
with high/low agreement (2/9/12)

Case Type: Auto Negligence
Judge: Robert Millenky, J.S.C.
Plaintiff's Atty: Michael Weiss, Esq.
Defendant's Atty: Eric Daniel, Esq.
L-2101-10 Jury

VERDICT: Liability Verdict: 25% Against Plaintiff
James Wilkenson, 75% Against Defendant
Campbell's Express. Damage Verdict:
\$4.5 Million, Molded to \$3,375,000
Against Defendant Campbell's Express
(2/14/12)

Case Type: Products Liability
Judge: Louis R. Meloni, J.S.C.
Plaintiff's Attys: Alan Feldman, Esq. and
Daniel Mann, Esq.

Defendant's Attys: Robert Devine, Esq., Michael
Honner, Esq. and Jeffrey Kadish,
Esq.
L-4919-07 Jury

VERDICT: No Cause Damage Verdict: \$0 Against
Defendant Migdelia Gruzman (2/15/12)

Case Type: Auto
Judge: Deborah Silverman Katz, J.S.C.
Plaintiff's Atty: Michael Mignona, Esq.
Defendant's Atty: Anthony Castellani, Esq.
L-41-10 Jury (6)

VERDICT: No Cause (2/16/12)

Case Type: Auto Negligence
Judge: Louis R. Meloni, J.S.C.
Plaintiff's Atty: Charlene Cathcart, Esq.
Defendant's Atty: Raymond Danielewicz, Esq.
L-5418-09 Jury

VERDICT: Liability Verdict: 48% Against Plaintiff
Nicholas Auletta, 26% Against Defendant
Nicholas Gabrielle and 26% Against
Defendant Wendy Gabrielle. Damage
Verdict: \$16,147.20 Against Defendants
(2/17/12)

Case Type: Personal Injury
Judge: Kathleen Delaney, J.S.C.
Plaintiff's Attys: Michael Kaplan, Esq. (PA 1) and
Anthony Grenato, Esq. (PA 2)

Defendant's Atty: Harold Thomasson, Esq.
L-4323-10 Jury

VERDICT: No Cause (2/23/12)

Case Type: Medical Malpractice
Judge: John A. Fratto, J.S.C.
Plaintiff's Atty: Michael Berger, Esq.
Defendant's Attys: Tim O'Brien, Esq. (DA 1) and
Jay Blumberg, Esq. (DA 2)
L-5017-06 Jury

VERDICT: No Cause (2/23/12)

Case Type: Tort
Judge: John T. Kelley, J.S.C.
Plaintiff's Atty: Vincent Ciecka, Esq.
Defendant's Attys: Brian Reagan, Esq. (DA 1),
Martin McGowan, Esq. (DA 2) and
Richard Sparaco, Esq. (DA 3)
L-479-09 Jury

VERDICT: No Cause Damage Verdict: \$0 Against
Defendant (2/23/12)

Case Type: Auto Negligence
Judge: Kathleen Delaney, J.S.C.
Plaintiff's Atty: David Cuneo, Esq.
Defendant's Atty: Miranda Ruffin, Esq.
L-5576-09 Jury

VERDICT: Damage Verdict: \$10,000 Against
Defendant (2/24/12)

Case Type: Auto Negligence
Judge: Louis R. Meloni, J.S.C.
Plaintiff's Atty: Richard Josselson, Esq.
Defendant's Atty: Laurie Tilghman, Esq.
L-117-10 Jury

VERDICT: No Cause (2/24/12)

Case Type: Auto Negligence
Judge: Robert Millenky, J.S.C.
Plaintiff's Atty: David Schrage, Esq.
Defendant's Atty: Tanya Riotto-Seybold, Esq.
L-131-10 Jury

VERDICT: No Cause Damage Verdict: \$0 Against
Defendant (2/27/12)

Case Type: Auto Negligence
Judge: Lee A. Solomon, J.S.C.
Plaintiff's Atty: David York, Esq.
Defendant's Atty: Laurence Berger, Esq.
L-260-10 Jury

VERDICT: No Cause Liability Verdict: 0% Against
Defendant. Damage Verdict: \$0 Against
Defendant (2/27/12)

Case Type: Contract
Judge: Kathleen Delaney, J.S.C.
Plaintiff's Atty: Eric Garrabrant, Esq.
Defendant's Atty: Sharon Berman, pro se
L-1976-10 Bench

VERDICT: No Cause (2/28/12)

Case Type: Medical Malpractice
Judge: Richard Wells, J.S.C.
Plaintiff's Atty: Robert Aaron Greenberg, Esq.
Defendant's Attys: Frank Calo, Esq. and William
Theroux, Esq.
L-3030-07 Jury



We rely on members to provide announcements for the Legal Briefs section. If you have a new member of the firm, you've moved or you or a member of your firm has received an award or recognition for a professional or community activity, we want to know and share it with fellow bar members. Please email your submissions to lbpc@camdencountybar.org.

Connell Foley has expanded its presence in southern NJ with the **Honorable Francis J. Orlando**, Retired Assignment Judge, Camden County, joining the firm's ADR Practice Group, together with the addition of the Healthcare Practice Group of **Edward Wardell, Esq.**, **Christine Orlando, Esq.** and 2 associates. **Christopher Tucci, Esq.**, who joined the firm last June, has also expanded the firm's Banking Practice Group, along with a former federal law clerk.

Bruce P. Matez, Esq. presented to the Ann E. Thompson American Inn of Court on the topic of divorce mediation and collaborative divorce as a part of a more general program on Alternative Dispute Resolution. Mr. Matez speaks publicly on the topics

of mediation, collaborative divorce, as well as other alternatives to divorce litigation, having recently presented workshops on these topics at the Women's Opportunity Center of Burlington County and Jewish Family & Children's Services of Southern New Jersey. He is a partner at Borger Jones Matez & Keeley-Cain, P.A., where he focuses his practice on family law matters, mediation, collaborative divorce, and arbitrations.

Capehart Scatchard is pleased to announce that **Betsy G. Ramos, Esq.** has been named to the Firm's Executive Committee. Certified by the Supreme Court of New Jersey as a Civil Trial Attorney, Ms. Ramos is a Shareholder of Capehart Scatchard's Litigation Department in its Mt. Laurel office. She is a seasoned litigator with over 25 years experience handling diverse matters and concentrates her practice in business litigation, estate litigation, tort defense, employment litigation, insurance coverage, and general litigation. Ms. Ramos has developed extensive experience handling noncompete agreements and trade secret law by counseling clients in these issues, as well as litigating numerous noncompete and trade secret cases.

An Atlantic County jury has awarded \$1.2 million to former Atlantic City solicitor and Department Head for the City's former Department of Law, Kimberly Baldwin. Ms. Baldwin was represented by Capehart Scatchard shareholders **Armando V. Riccio** and **Robert J. Hagerty**, who typically limit representation to employers in labor and employment law matters. Mr. Riccio was lead counsel and Mr. Hagerty assisted

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THURSDAY, APRIL 26, 2012
8:00 am - 9:00 am Continental Breakfast & Registration - Exhibit Hall
9:00 am - 9:30 am President's Address & Welcome - Joseph C. Grass, Esq. - Wildwood, NJ

MEDICAL MALPRACTICE 2012

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FRIDAY, APRIL 27, 2012
7:30 am - 9:00 am Continental Breakfast & Registration - Exhibit Hall
9:00 am - 9:15 am Intro & Welcome by Co-Chairs
9:15 am - 9:30 am Settled Defendants: What Court Must Tell the Jury

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9:00 am - 12:35 pm "Top Ten in America"

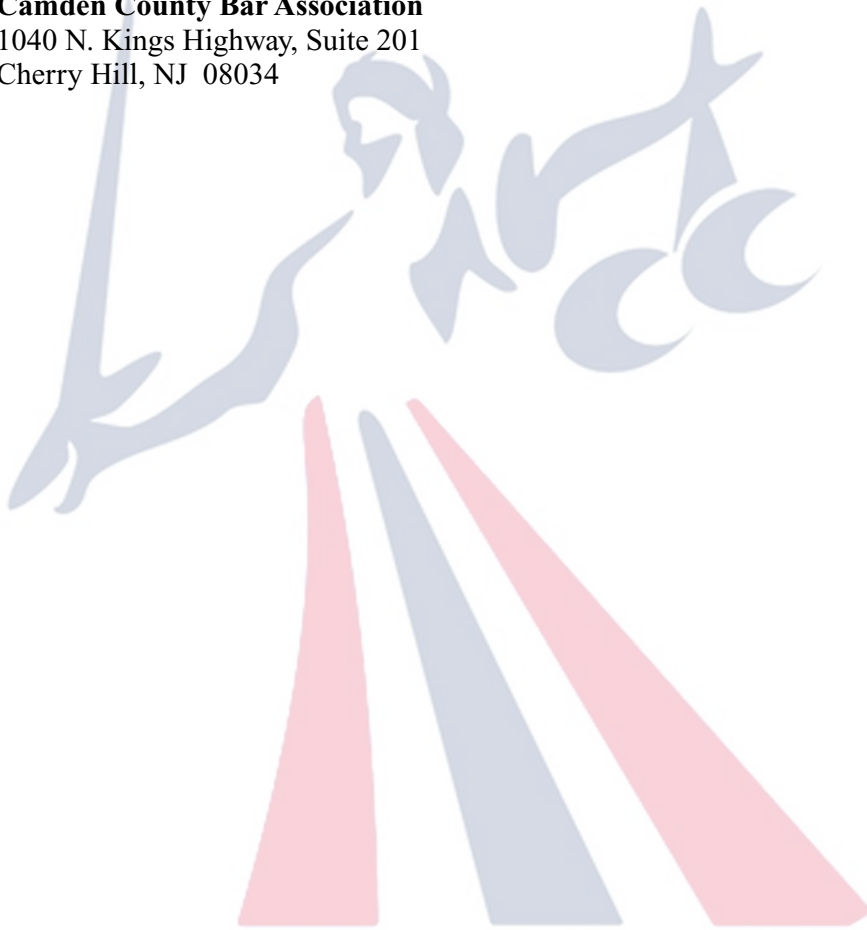
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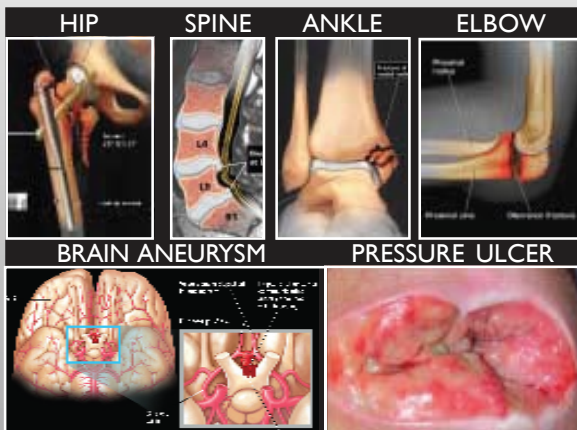


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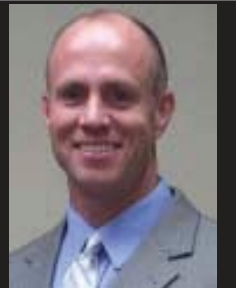


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- 250K Fractured Femur-Policy Limit Despite Seatbelt Defense
- \$300K Truck/Motor Vehicle Accident
- \$265K Nursing Home Fall-Fractured Hip
- \$630K Motor Vehicle Accident w/Bus-Fractured Ankle
- \$450K Ob/Gyn Medical Malpractice

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Harvard Law Building, 1522 Route 38, Cherry Hill
856.665.7140