



Annual Children's Picnic June 4

Volunteers needed for important community event

The Camden County Bar Foundation's annual Summer Picnic for disadvantaged children will again be held at **Challenge Grove Park at Old Borton's Mill and Caldwell Roads in Cherry Hill.**

This annual rite of spring provides a day of carnival games, pony rides, softball and basketball contests, face-painting, barbecue fare and great fun in the sun for hundreds of disadvantaged kids in Camden County.

Some are coming back. Many are coming for the first time. But every child is guaranteed a day full of happy memories on Saturday, June 4th from 11 a.m. – 1:30 p.m., RAIN or SHINE.

Members of the Public Benefits and Young Lawyer committees will be on hand to help run the event; however, additional volunteers are needed and always welcome. To participate or for more information, please call or email Bar headquarters – 856.482.0620, info@camdencountybar.org.

Financial support for the Picnic is provided in part by Bar members who include the Foundation check-off when paying their dues, and proceeds from events throughout the year.



Louis R. Lessig to be Installed as 85th Bar President

Friends and colleagues from the bench and bar will gather at The Adventure Aquarium in Camden on Saturday, June 11th for the Foundation's annual gala Installation of Association and Foundation Officers & Trustees Dinner Dance to witness Louis R. Lessig become the 85th President of the Camden County Bar Association. Lessig will receive the oath of office from Judge M. Allan Vogelston (retired), for whom he clerked. The evening will feature delectable cuisine and dancing to the exciting sounds of *The Philadelphia Funk Authority*.

Continued on Page 18

Don't Delay, Renew Today!

Your dues notice for the 2011-12 membership year should be on your desk and is **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:

- A wide array of affordable, convenient and informative CLE seminars, all offering New Jersey and Pennsylvania CLE credits.
- Discounted tuition and special offers on the many CLE programs available online through the *Camden County Online Learning Center*.
- Our monthly publication, *The Barrister*.
- Committees that offer opportunities to network with peers while shaping the future of your Association.
- Professional and social activities designed to enhance your law practice
- An online Member-to-Member Referral service
- Discounts on many legal products and services; group insurance plans; and much more.

Now, more than ever, your membership in the CCBA provides the value-added benefits you need in today's economic climate.

Renew your membership, or join today, and support our mission to ensure that the Camden County legal community remains the finest in New Jersey.



Camden County . . . Tastefully Yours! was a great success for the Foundation and a great evening for guests. See more photos of the fun on page 11.

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The Docket

Tuesday, May 3rd

Young Lawyer Committee Meeting
Noon
Bar Headquarters, Cherry Hill

Wednesday, May 4th

Cocktails & Conversation
Bench-Bar Cocktail Party
6 – 8 pm
Café Aldo Lamberti, Cherry Hill

Thursday, May 5th

Employment Law Update Seminar
4 – 6:15 pm
The Mansion, Voorhees

Wednesday, May 11th

Municipal Court Committee Meeting
4:00 pm
Haddonfield Municipal Court

Thursday, May 12th

2011 Estate & Income Tax Updates Seminar
4 – 6:15 pm
The Mansion, Voorhees

Tuesday, May 17th

Residential Real Estate Seminar
4 – 6:15 pm
Tavistock Country Club, Haddonfield

Friday, May 20th

Social Security Committee Meeting
Noon
Bar Headquarters, Cherry Hill

Tuesday, May 24th

Ethical Concerns When Bankruptcy is Concerned Seminar
4 – 6:15 pm
Tavistock Country Club, Haddonfield

Wednesday, May 25th

Association Board of Trustees Meeting
4 pm
Bar Headquarters, Cherry Hill

Thursday, May 26th

New Jersey Municipal Court Seminar
4 – 7:15 pm
Tavistock Country Club, Haddonfield

The Barrister

Published monthly, except July and August, by the
Camden County Bar Association

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Views and opinions in editorials and articles are not to be taken as official expressions of the Association's policies unless so stated, and publication of contributed articles does not necessarily imply endorsement in any way of the views expressed.

Gerry Award Nominations Close

May 27, Deadline Nears

The Camden County Bar Association established the Judge John F. Gerry Award to acknowledge the continuing outstanding contributions of a member of the Bar of the State of New Jersey, or a member of the State or Federal Judiciary in New Jersey, to the administration of justice in the State of New Jersey, who exemplifies the spirit and humanitarianism of the individual in whose honor this award has been named.

Members of the bar and the public are invited to nominate individuals to receive this award. Nominations should be made in writing and sent to: Laurence B. Pelletier, Executive Director, Camden County Bar Association, 1040 N. Kings Highway, Suite 201, Cherry Hill, NJ 08034, no later than May 27, 2011. Nominations may also be emailed to Mr. Pelletier at: lbp@camdencountybar.org.

Tentative Agenda for May 25 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
- XI. New Business (if any)
- XII. Old Business
- XIII. Adjourn

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in YOUR
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MEETINGS
AND
FUNCTIONS!

Out & About

Camden County ...Tastefully Yours



Aunt Selma's Chocolate & Candy



The Cathedral Kitchen



Fleming's Prime Steakhouse



Indulgence Cupcakery



2011 Camden County Bar MCLE Planner

Thursday, May 5th – The Mansion, Voorhees

Employment Law: An Update

New Jersey Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for **2.4** hours of total CLE credit. Of these, **0** qualify as hours of credit for ethics/professionalism. *The actual credits earned may be less if the course time is less than 120 minutes.*

Pennsylvania Credit: Seminar INCLUDES **2.0** hours of SUBSTANTIVE credits from the Pennsylvania CLE Board.

Thursday, May 12th – The Mansion, Voorhees

2011 Estate & Income Tax Updates

New Jersey Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for **2.4** hours of total CLE credit. *The actual credits earned may be less if the course time is less than 120 minutes.*

Pennsylvania Credit: Seminar INCLUDES **2.0** hours of SUBSTANTIVE credit from the Pennsylvania CLE Board.

Tuesday, May 17th – Tavistock Country Club, Haddonfield

Residential Real Estate: In Changing and Challenging Times

New Jersey Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for **2.4** hours of total CLE credit. Of these, **0** qualify as hours of credit for ethics/professionalism. *The actual credits earned may be less if the course time is less than 60 minutes.*

Pennsylvania Credit: Seminar tuition INCLUDES **2.0** hours of SUBSTANTIVE credit from the Pennsylvania CLE Board.

Thursday, May 26th – Tavistock CC

New Jersey Municipal Court CLE on Tap! for Newly Admitted Lawyers

The Camden County Bar Association is YOUR one stop shop for those fifteen “Bridge the Gap” CLE credits required of newly admitted lawyers. The “CLE on Tap” program is an easy, affordable and enjoyable way to complete your requirements.

New Jersey Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for **3.9** hours of total CLE credit. Of these, **0** qualify as hours of credit for ethics/professionalism. *The actual credits earned may be less if the course time is less than 195 minutes.*

Pennsylvania Credit: Seminar INCLUDES **3.0** hours of SUBSTANTIVE credit from the Pennsylvania CLE Board.

Tuesday, May 24th – Tavistock CC*

Ethical Concerns When Bankruptcy is Involved

New Jersey Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for **2.4** hours of total CLE credit. Of these, **2.4** qualify as hours of credit for ethics/professionalism. *The actual credits earned may be less if the course time is less than 120 minutes.*

Pennsylvania Credit: Seminar INCLUDES **2.0** hours of ETHICS credit from the Pennsylvania CLE Board.

JUNE

- 14 Workers' Compensation
- 22 Electronic Discovery & Social Networking: Legal & Ethical Issues for Lawyers

* Includes Ethic credit(s)

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***New York Law Journal/Legal Intelligencer Polls, 2010; Harvey Research Study, 2010**

NJSBA Trustee Update

Election Contests



By Arnold Fishman

Disclaimer: What follows is my take on the present challenge to the nominee for secretary of the NJSBA, which I urged upon the NJSBA Board at our last meeting. It is my opinion as an individual and not as your trustee. It is not the official position of the NJSBA.

....

It has been many years since we have had a contest for the first rung on the ladder to the presidency of the NJSBA. Some of us, like me, have had the privilege of serving with both Ivette Alvarez and Angela Dalton on this Board. I continue to serve with Ivette on the JPAC where she is the North Jersey Chair and I am the representative from Camden County. I also continue to serve with Angela on the Membership Committee where she is the Co-chair and I am the Trustee Liaison. I know these ladies. They are both wonderfully talented and entirely committed to the betterment of the organized bar, the profession and the public that it serves. The NJSBA could not go wrong with either of them. Therefore, my point is not to support either of their candidacies for the position of Secretary, but to support the system we have created for insuring the effective governance of this important one hundred and twelve year old association. I speak to the support of our Nominating Committee.

The Nominating Committee is charged with the heavy responsibility of crafting a slate of officers and trustees that have the ability to meet our needs. We entrust to it, this critical task. Because, in the normal course of events, the Secretary, after moving through each of the offices, succeeds to the Presidency, the selection of that person is the most important decision this committee makes. To make it more diverse and democratic we have greatly expanded its membership in our effort to insure that all points of view are represented. Its members have struggled to discharge that obligation. They took their charge so seriously that they came to us to resolve some issues

involving potential conflicts they were facing. In declining to resolve their dilemma, we explicitly told them they had our confidence, and we trust them to do their jobs. After conducting their due diligence, they must have agonized over the choice they had to make between these two well-qualified women. They have done their jobs. They have given us a slate that we can be proud of. We have nominees that we can trust to take us forward. They are people that we can and should support.

In the immortal words of George W. Bush “Please don’t *misappreciate* what I am saying.” (My spell check just exploded.) Anyone has the right to run independently of the slate. The bylaws provide for it, and all of our members are perfectly free to employ that procedure. Also, anyone who believes that the candidate selected by the Nominating Committee is not qualified has, not only the right, but also the fiduciary duty to support a person they believe to be qualified. The question I am wrestling with is, if our Nominating Committee has chosen, as between two highly qualified individuals — even if it is not the one I would have chosen — don’t I have to support that decision? The answer, at least for me, is a resounding yes! And that answer remains true even if the one I would have chosen is running. To do otherwise is to nullify the hard work of the Nominating Committee. Due to the confidentiality that cloaks this committee, we will never know what its investigation revealed nor can we replicate the numerous interviews it conducted. It would telegraph to that group, that in spite of our words of assurance, we really have no faith in its work product. To the extent that we fail to concur, we embolden those who would discount the thoughtful, time-tested, elaborate procedure in place to insure the orderly and efficient transition of authority within the NJSBA. This is not just a contest between two individuals. It is a vote for or against our own internal structure. So, if you find, as I do, that the Nominating Committee has given us a person who is equal to the challenges that both she and we will face, I believe it to be essential that we unify and respect that judgment.

Out & About

Camden County ...Tastefully Yours



The Apron



Canal's Bottle Stop Wine Tasting Crew



William Douglas Steakhouse

From a CCBA Partner in Progress

What If the Kids Don't Want the Business?

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



So much for succession planning! There are just some times when everyone benefits by ceasing family ownership. Business owners who decide to sell their business can structure the transaction to be an asset sale or a stock sale. In the former, the buyer purchases the business assets outright for cash (less liabilities assumed), debt, stock or a combination of these. In a stock sale, on the other

hand, the buyer purchases a majority interest in the company's stock, simplifying the transaction because the legal entity remains unchanged. However, since cash is usually required to purchase the stock, outside financing is usually required. From a buyer's standpoint, there may be both advantages and disadvantages to each of these types of transactions. The following highlights some of the potential benefits and detriments.

Asset Sale Benefits

- Basis of assets is revalued, leading to revised depreciation deductions that may lower taxes, and enhance cash flow
- Acquisition can be structured for cash or debt.
- Simplifies integration with acquiring entity since only specified assets and liabilities are transferred but the business is not acquired.
- Avoids potential liability claims against the former business that are unknown at the closing.

- Assets and debts the acquirer does not want can be eliminated from the deal.

Asset Sale Detriments

- Greater complexity since each asset is transferred individually and must be given a new basis.
- Greater professional costs since attorneys and accountants have to do more work.
- Possibility of transfer taxes at the state and local levels.
- Extra care may be required not to violate creditor rights and to avoid disrupting customer and vendor relations.

Stock Sale Benefits

- Acquisition can be made at "market" price if stock is publicly traded.
- Transaction ease since stock purchased for cash.
- Minimal accounting and legal work and fees.
- Entity remains unchanged legally.
- No shareholder approvals required.

Stock Sale Detriments

- All legal liabilities have to be assumed by the new owner(s).
- Can't step up basis of acquired assets to obtain greater depreciation or amortization, deductions.

Continued on Page 19

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Partner Marty Abo recently gave an ICLE seminar entitled "*The Financial Side of a Law Practice—What They Forgot To Tell You in Law School.*" The session prepared attendee attorneys for the business of law. They knew how to practice law but wanted to learn how to *make money* doing it. Whether you are a sole practitioner, in a boutique firm, thinking about leaving a firm to start your own, just beginning in the legal profession or have been running your own firm for years, the handouts authored by Marty are available to members of the Camden County Bar by requesting at www.aboandcompany.com. The seminar was full of essential, easy to understand information designed to help you become successful.

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- Have a company or individual you'd like us to meet with;
- Would like any of the many articles and handouts of particular interest to lawyers and law firms published by Abo and Company.

To learn more or to receive any of the above, please contact by phone, fax or e-mail:

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Legal Line to Criminal Court Law

Sex Offenders After the Conviction: An Overview of Megan’s Law

By Howard C. Gilfert, Assistant Camden County Prosecutor

The statutory scheme commonly known as Megan’s Law is named for 7 year old Megan Kanka. In July of 1994, Megan was kidnapped, sexually assaulted and murdered by her neighbor, Jesse Timmendequas, a previously-convicted sex offender. Megan’s Law was quickly enacted and became effective on October 31, 1994. The law creates a system of mandatory registration, notification and supervision of convicted sex offenders.

Megan’s Law is intended to inform law enforcement of the location of convicted sex offenders. It also provides that in some instances, community organizations or the public be notified of the presence of a convicted sex offender in the community. Supervision of convicted sex offenders is provided by parole authorities. The goal of these provisions is to prevent re-offense and to help law enforcement investigate and solve sex crimes and abductions. What follows is a cursory overview of Megan’s Law.

To whom does Megan’s Law apply? Megan’s Law is codified at N.J.S.A. 2C:7-1, et seq. and N.J.S.A. 2C:43-6.4. It requires registration by anyone who has been convicted, adjudicated delinquent or found not guilty by reason of insanity for the commission of a sex offense after October 31, 1994. N.J.S.A. 2C:7-a(1)¹. For offenses committed after October 31, 1994, “sex offense” is defined at N.J.S.A. 7-2b(2). The definition includes: Aggravated Sexual Assault and Sexual Assault under N.J.S.A. 2C:14-2; Aggravated Criminal Sexual Contact under N.J.S.A. 2C:14-3a; Criminal Sexual Contact under N.J.S.A. 2C:14-3b when the victim is a minor; Kidnapping of a child under the age of 16 during which the actor commits certain sex crimes against the victim or transfers the child to another for pecuniary gain under N.J.S.A. 2C:13-1c(2); Endangering the Welfare of a Child by engaging in sexual conduct under N.J.S.A. 2C:24-4a; Endangering the Welfare of a Child by creating or distributing child

pornography under N.J.S.A. 2C:24-4b(3), (4) or 5(a); Luring or Enticing a Child under N.J.S.A. 2C:13-6; where the victim is a minor and the actor is not the parent of the victim, Kidnapping under N.J.S.A. 2C:13-1, Criminal Restraint under N.J.S.A. 2C:13-2 and False Imprisonment under N.J.S.A. 2C:13-3; and Promoting Prostitution of a Child under N.J.S.A. 2C:34-1b(3) and (4). “Sex offense” includes an attempt to commit any of the enumerated offenses. *Id.* A federal or out-of state conviction, adjudication of delinquency or acquittal by reason of insanity for an offense that is similar to an enumerated “sex offense” also triggers Megan’s Law. N.J.S.A. 2C: 7-2b(3).

Where must sex offenders register? A sex offender must register with the chief law enforcement officer of the municipality where s/he resides or, if the municipality does not have a local police department, with the Superintendent of the State Police. N.J.S.A. 7-2c(1), (2), (3). Depending on the circumstances, the sex offender must

Continued on Page 10



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Foundation Update

Don't Stop!

By Joseph A. McCormick, Jr.



Time flies! It seems like it was just a short time ago that I started the year as Foundation President and shared some of my thoughts with you. But there are a few things that I would like to express as this is my last column as Foundation President.

First and most importantly – Thanks to all of you who have supported us over the past year and have allowed us to continue the good works of the Foundation. You should know that the Officers, Trustees and Staff of the Association go above and beyond. They plan and staff our many events. They work many hours for the success of our Association and Foundation. I would like to take this opportunity to thank them.

Please do not take the Foundation for granted. It engages in a wide variety of *pro bono* and community service activities throughout South Jersey. The activities will include our annual Children's Picnic in Challenge Grove Park on Brace Road in Cherry Hill on Saturday, June 4. We provide a day in the Park for inner-city children complete with plenty of picnic food, pony rides, dance contests, clowns, face painting and other fun activities. The children and the volunteers have a great day. But we need your help.

Our annual Children's Holiday Party at the Coastline is an event that many look forward to each year. Hundreds of children get an opportunity to be "up close and personal" with Santa Claus and receive a present along with an excellent breakfast. I would be remiss if I did not take this opportunity to again thank Chris Mourtos, the owner of the Coastline Restaurant in Cherry Hill, for his donation of his facility and breakfast for the children each year. Chris also donates the bar and buffet for the Fall Frolic fund raising event which benefits the Christmas Party.

The Foundation continues to award a number of scholarships to law students. With the rising cost of education, these scholarships

help to facilitate a deserving student's education. Additionally, the High School scholarship program provides scholarship to a deserving graduating senior from every Camden County high school and one "Best of the Best" scholarship to one outstanding student.

New flavor was added to our annual Wine Tasting & Silent Auction which took place in April at the Collingswood Grand Ballroom. The outstanding wines from Canal's Bottle Stop in Marlton were complimented with the addition of fine offerings from sixteen area restaurants and specialty shops. Splendid offerings from Braddock's Tavern, the Capital Grille, Bobby Chez, Casona, Kuzina by Sophia, the Cathedral Kitchen, William Douglas Steakhouse, the Apron, Fleming's Prime Steakhouse & Wine Bar, Lucien's Manor, the Stone Grille, the Metro Diner and Marcello's Ristorante. This was all topped off with Gourmet Cupcakes, Cookies & Brownies from Indulgence Cupcakery and Pretty Sweet Bakery and Aunt Selma's Chocolate & Candy Company, with coffee compliments of 7-Eleven on Haddon Avenue. A fine time was had by all!

Please remember that the work of the Foundation is more necessary than ever. Ongoing economic troubles and budget cuts have taken their toll on South Jersey residents and businesses. The numbers of those in need are increasing daily. As a result, your financial support for the Foundation is needed.

Finally, let me thank Linda Eynon, Association President for her many hours of support. Great job, Linda! We all owe her a debt of gratitude for her leadership of the Association over the past year.

Finally, I now request you to congratulate Rick DeMichele for assuming the presidency of the Foundation. Please provide Rick with the same support over the next year that you have provided me.

Thanks again. I enjoyed the time that I had as your President. Enjoy the Summer.

2011 Camden County Professional Lawyer of the Year Nominations

Nominations for Camden County's Professional Lawyer of the Year Award for 2011 are now being accepted.

The Professional Lawyer of the Year Awards are given jointly by New Jersey Bar Associations and the New Jersey Commission on Professionalism in the Law to recognize deserving individuals and focus positive attention on the good works done by lawyers.

The criteria for determining a Professional Lawyer of the Year remain the same — the lawyer must be someone who is committed to the ideals of professionalism and well recognized in the legal community for character and competence. Someone who is respected by all and looked upon as a model of professional behavior.

The awards will be presented at the annual awards luncheon on October 4, at the Pines Manor in Edison.

Use the nomination form included in this month's inserts to nominate a colleague you believe fits the criteria and is deserving of the award.

**NOMINATIONS ARE DUE
TO BAR HEADQUARTERS
BY 5 PM, FRIDAY JUNE 24.**

SAVE THE DATE!
2nd Annual
Lobster Bake



**Saturday
September 10, 2011**

From USI Affinity – A CCBA Partner in Progress

During Trying Economic Times How Do I Engage My Employees?



The answer is in your employee benefits package. In many firms your employee benefit package is one of your highest budgeted items. You need to properly communicate and educate your employees, attorneys, and dependents.

Many companies as well as law firms have had cuts in employment over the past twenty-four months. Law firms that have been in existence for decades have closed their doors, and many others have had lay-offs. Still, when many of us are happy to be employed we hear employees that are not appreciative. Keeping your employees engaged and motivated during an economic downturn is crucial to your success.

Engaged employees are the key to a successful business. Today more than ever it is an important time to involve your employees, and help them value what your firm has to offer. There are several appreciation strategies that you can use to get employees excited again. In the next few paragraphs we will touch on the importance of your investment in the benefits program and how best to make everyone aware of what the firm is paying for.

Six steps to helping your employees appreciate the firm and their employment.

- 1) Take advantage of all benefits available.
- 2) Round out your benefits package.
- 3) Get others involved.
- 4) Plan throughout the year.
- 5) High Deductible Health Plan and HSA programs.
- 6) Educate and Communicate.

Take advantage of all benefits available

There are many benefits you can add or activate to demonstrate more at little to no cost for the firm. Benefits such as:

Employee Assistance Programs (EAP) – if you currently have a life and disability product ask your broker or insurance carrier if they offer an EAP. In some cases it is already included in the current premiums. Through in-person counseling, telephone and internet resourcing, innovative Web site programming and printed materials, EAP's provide the assistance employees and families need to address and resolve the personal, family and work/life issues that interfere with their ability to perform their job.

Domestic Partner Benefits – today most insurance carriers will allow you to add domestic partner benefits at no additional cost to your plan. Domestic partner benefits change your traditional married couple benefits, to add an employee's non-married same or opposite sex partner.

Carrier Wellness Programs – almost every insurance carrier has their own basic wellness program. These programs offer discounts on gym memberships, weight management, stop smoking programs, and several other options. These programs are included in your current health premiums.

Employee Discount Programs – many brokers and vendors offer access to online discount services. These services can include discounts on movie passes, local restaurants, cell phone service, hotels, travel, amusement parks, and many other features.

This allows your employees a chance to shop for themselves and dependents to save money on services that they are already using, with the convenience of online access.

Round out your benefits package

Wellness Programs – as part of Health Reform beginning in 2011 companies will be eligible for tax credits for implementing wellness programs. As health care costs continue to rise in this struggling economy, employees are being challenged to take more responsibility for their own health. "Promoting employee accountability" was ranked the number one health and prevention component of organizations' health care strategies in 2009. – *Hewitt's 10th Annual Health Care Report: Challenges for Health Care in Uncertain Times 2009*. These programs include behavior modification, biometrics, health coaching, and managing current conditions.

Voluntary Employer Sponsored Benefits – as benefit costs escalate employers are shifting costs to employees. One way to still offer a comprehensive benefits package is with employee paid group benefits. These payroll deducted programs for life, disability, auto and homeowners insurance, and other options, are available at discount rates and can come directly from your paycheck.

Get others involved

Form committees – these committees should include someone from each department. They can become your cheerleader for the benefits program. Assisting in communicating what the firm is offering. They can ask opinions on what employees want, and put together programs such as health fairs, and wellness days. Have the committee set topics of the month and post articles for prevention and education.

Plan throughout the year

Benefits are a major part of the firm's budget and you should treat them as such. Don't look at your benefits 60 days before the renewal. You should have an ongoing plan with your broker consultant throughout the year, with a strategy to review quarterly. If you are not engaged in your benefits program then your employees will not be either.

High Deductible Health Plan and HSA programs

There are tax incentives for Health Savings Accounts to both the firm and the employee. High deductible health plans with an HSA help keep employees involved in their decisions about health care.

Educate and Communicate

Research reveals that benefits communications can have as much impact on employees' satisfaction with their coverage as the range of benefits offered or the perceived dollar amount of employer contributions. Through print, email, and internet campaigns you can give your employees a full knowledge of not just what you are offering as a benefit but how much you are investing in them.

Communicate the cost of the employee's current compensation and benefits package through Real Value Statements. The Real Value

Legal Line to Criminal Court Law

Sex Offenders After the Conviction: An Overview of Megan's Law

Continued from Page 7

register as soon as 48 hours after release from custody. N.J.S.A. 2C:7-2c(2). Within 10 days of commencing attendance at an educational institution in New Jersey, a sex offender required to register in another jurisdiction must register with the local law enforcement agency in the municipality of the educational institution or, if there is no local police department, with the State Police *and* with the law enforcement unit of the educational institution, if there is one. N.J.S.A. 2C:7-2c(5), (7). Similarly, a sex offender who is required to register in another jurisdiction and who works in New Jersey for more than 14 consecutive days or more than 30 days in a year must register with the local police department, if there is one, or with the State Police within 10 days of commencing to work in New Jersey. N.J.S.A. 2C:7-2c(6). If the employment or vocation is with or at a New Jersey institution of higher education, the sex offender must also register with the law enforcement institution of the educational institution, if there is one. N.J.S.A. 2C:7-2c(7). Failure to register is a third degree crime. N.J.S.A. 2C:7-2a(3).

Generally, sex offenders living in New Jersey must re-register annually. N.J.S.A. 2C:7-2e. However, those sex offenders who have been found to be compulsive and repetitive when evaluated at the Adult Diagnostic and Treatment Center must re-register every 90 days. *Id.*

When a sex offender intends to move his/her residence from one municipality to another, the offender must both notify the local law enforcement agency with which s/he is registered of his/her intent to move and re-register with the law enforcement agency of the municipality to which s/he intends to move at least 10 days prior to the move. N.J.S.A. 2C:7-2d(1). Failure to re-register is a fourth degree crime, as is providing false information regarding place of residence. N.J.S.A. 2C:7-2e.

Who is notified of a sex offender's presence? The answer depends on the offender's risk to re-offend as determined through a process known as "Tiering." Pursuant to *Doe v. Poritz, 142 N.J. 1 (1995)*, The Office of the Attorney General has established guidelines for assessing an offender's risk to re-offend which consider such factors as the type, number and duration of the sexual offense(s), use of force, age of the victim(s), history of other criminal or anti-social acts, participation in treatment, history of substance abuse and social support. The Prosecutor's Office applies those guidelines using a Registrant Risk Assessment Scale to establish a tier level after the sex offender is released from a custodial sentence². When a sex offender receives a non-custodial sentence, the tier level is established after the offender is sentenced.

The lowest risk offenders are Tier I. Moderate risk offenders are Tier II. The highest risk offenders are Tier III. The sex offender is entitled to a hearing before the Superior Court to challenge the Tier designation. *Doe v. Poritz, supra*.

Only law enforcement is notified of the presence of Tier I offenders. That is accomplished through the registration regimen.

In addition to law enforcement, community organizations such as schools, daycare centers and women's shelters may be notified of a Tier II sex offender's presence on a case-by-case basis. Also on a case-by-case basis, Tier II sex offenders may be listed on the internet registry and/or placed on GPS monitoring. N.J.S.A. 30:4-123.89, et seq. Tampering with the GPS monitor or otherwise failing to comply with GPS monitoring is a third degree crime. N.J.S.A. 30:4-123.94, 30:4-123.95.

Notice of the presence of Tier III sex offenders extends beyond just law enforcement, community organizations and the internet registry. The community is also notified of the presence of Tier III sex offenders. The size of the "community" to be notified differs with population density. Notification extends to a 1,000 foot radius around the sex offender's residence where the offender lives in a densely populated urban setting. It expands to a one-half mile radius where the offender lives in a suburban setting and to a one mile radius where the offender lives in a sparsely populated rural setting. GPS monitoring is mandatory for Tier III sex offenders.

Are sex offenders supervised? N.J.S.A. 2C:43-6.4 was adopted as part of Megan's Law. It provides for the supervision of most convicted sex offenders. N.J.S.A. 2C:43-6.4a. Supervision was originally known as Community Supervision for Life (CSL). CSL is supervised by parole officers. A violation of CSL is a fourth degree crime that carries a presumption of imprisonment. N.J.S.A. 2C:43-6.4(d).

For crimes committed after January 14, 2004, supervision is known as Parole Supervision for Life (PSL). It is also supervised by parole officers. Violations of PSL are handled by the parole authorities as parole violations.

Both CSL and PSL are for a minimum of 15 years. Thereafter, the offender may petition the Superior Court to be relieved of CSL or PSL. The petition may be granted only upon proof that the offender has committed no new offenses for 15 years after the latter of the most recent date of conviction or release from custody and is judged not likely to pose a threat to the safety of others if s/he is released from supervision. N.J.S.A. 2C:43-6.4c. The sex offender may also petition the Superior Court to be relieved of the registration and notification requirements of Megan's Law if a similar showing is made. N.J.S.A. 2C:7-2f.

In 2007, Congress enacted the Sex Offender Registration and Notification Act (SORNA). 18 U.S.C. § 2250(1), (2) and 42 U.S.C. § 14072(i)(1). The statute establishes minimum standards for sex offender registration and notification for the States, District of Columbia, American Indian territories and United States possessions. Compliance with SORNA will almost certainly result in some changes to Megan's Law in New Jersey.

¹ For convictions prior to October 31, 1994, Megan's Law requires registration in some circumstances.

² Prior to being released from a custodial sentence, most sex offenders will be reviewed for possible civil commitment under the Sexually Violent Predators Act. N.J.S.A. 30:4-72.24, et seq.

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Christine LaRocca & Jody Nichter

Friday, April 8th was a terrific night for the Camden County Bar Foundation as the Collingswood Grand Ballroom came alive with the tantalizing scents of terrific food, fine wine and good cheer at the Foundation's first *Camden County . . . Tastefully Yours!* fundraiser. And what a night it was, raising more than \$12,000 in net proceeds for the Foundation's charitable programs to improve the quality of life for many of the less fortunate in Camden County. The evening included a Fine Wine Tasting presented by Charlie Beatty and his crew from Canal's Bottle Stop, scrumptious food provided by 16 local restaurants and specialty shops, exciting silent auction items and of course, the iPad & iPod Touch raffle drawing. Congratulations to Carolyn Karbasian who won the iPad, and Janey Abo who won the iPod Touch.



The Association recently presented the CLE seminar, **Prepare for the Worst! The Practical Side of Buy-Sell Agreements** at Tavistock Country Club. Speakers included from left, **Joseph A. Martin, Esq.**, Partner with Archer & Greiner, P.C.; **Judge M. Allan Vogelson**, PJ Chancery Camden Vicinage (ret); and **Martin (Marty) H. Abo, CPA/ABV/CVA/CFF**, President, Abo & Company, LLC.



The Association's **CLE on Tap Program** for newly admitted lawyers presented the second in its series of eight seminars. Presenters for New Jersey Basic Estate Planning included from left, **Andrew B. Kushner, Esq.**, Andrew B. Kushner, LLC in Gibbsboro; **Charles C. Bratton, II, Esq.**, Rothamel Bratton in Haddonfield; and **Douglas Madanick, Esq.**, Kulzer & DiPadova, P.A. in Haddonfield.

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PRESIDENT'S PERSPECTIVE

by Linda W. Eynon

It's Spring!

Spring is in full swing, the Phillies are hot, football is still up in the air (caveat to both, at the time I write this piece) and as my Presidency winds down, we begin the preparations for our new President, Lou Lessig to take the oath on June 11th at the Adventure Aquarium. I never imagined having to MC an event in front of shark tank! Thankfully, Lou has elected not to take his oath IN the tank!

Last month, the Camden County Bar Association lost long time Association member and friend, former Congressman John Adler, who died suddenly at the young age of 51, on April 4, 2011. John, dedicated to his community and state, spent the majority of his adult life as a public servant. As an attorney, he practiced most of his career in Camden County.

Whatever your politics, you knew that John always had the interests of New Jersey at heart. He worked tirelessly for the causes he believed in, environmental protection, healthcare, social security, senior citizens and veterans. He was a strong advocate for the bench and bar, having served as Chairman of the Senate Judiciary Committee. John had the rare ability, in today's politics, of easily crossing the aisle, and was praised by both allies and rivals. Senate Minority Leader Tom Kean Jr. of New Jersey said it best: "He was a friend to all of us in the Senate and a living reminder that it is possible to disagree with one another without being disagreeable. New Jersey is a better place having been served by John Adler. He will be missed."

Politics and the law aside, John's greatest dedication was saved for his family. He was a devoted father, with one or more of his sons often in tow. His funeral was a wonderful tribute to his life and all his accomplishments. On behalf of the Camden County Bar Association, I again express our deepest sympathies to his wife Shelley, sons Jeffrey, Alex, Andrew and Oliver, the extended Adler family and friends. Our thoughts and prayers are with you. John will truly be missed.

Kudos to Foundation President, Joe McCormick. On April 8th, we had the first *Camden County . . . Tastefully Yours*. This event combined a tasting from some great area restaurants and specialty shops (bakeries and caterers) with our annual Wine Tasting and Silent Auction. The event was truly fabulous, with lots of great food and wine. Everyone there thought it was a great evening and certainly an event worth repeating. Thank you to everyone, including the attendees, donors, restaurants, bakeries, Canal's Bottle Stop and the wine distributors, who contributed and/or came to this event.

I look forward to seeing everyone at the *Cocktails and Conversation, Bench-Bar Cocktail Party*, our new Bench-Bar event, on Wednesday, May 4th, at Aldo Lamberti's from 6 to 8 pm. Aldo has put together a great menu. We hope this new event will allow our members and Judges to socialize in a more informal and relaxed setting. Please let us know if you like this change.

Nominating Committee Announces Officer and Trustee Slate

The Camden County Bar Association Nominating Committee has nominated the following candidates for terms beginning June 11, 2011:

President

Louis R. Lessig

President-elect

Brenda Lee Eutsler

First Vice President

Gary W. Boguski

Second Vice President

Casey Price

Treasurer

Jenifer G. Fowler

Secretary

Louis R. Moffa, Jr.

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Gregory P. DeMichele

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Young Lawyer Trustee

William F. Cook

Questions about the nominating process should be directed to Bar headquarters at 856.482.0620.



Everything You Always Wanted To Know About Medicare Set-Asides & More!

was a recent CLE seminar at Tavistock. Presenters included **Christine L. Hummel, Esq.** President, Hummel Consultation Services of Rye, New Hampshire and Moderator/Presenter **Carl Ahrens Price, Esq.** with Price & Price, LLC in Haddonfield.

WINE & FOOD



By Jim Hamilton



Spring, like Ryan Howard at the plate, is in full swing. Our lawns need tending again, birds, bees and flowers have been aroused from their dormancy and people are making their warm weather plans. In this season of awakening, it may be appropriate to wake up our wine sense with new and interesting discoveries. While winemakers talk about things that really don't concern us, like bud break, many wine distributors gather producers they represent and invite retailers and press members to sample their latest offerings. These portfolio tastings offer the opportunity to taste wines that now are, or soon will be, available for purchase. As many of you have found, the fact that wines are offered to retailers does not mean your favorite wine shop will acquire them, but as value continues to drive sales at most stores, I hope more than a few wines I recently tasted will find a place on area shelves.

While the occasions to drink them are present year round, consumers in our four season region tend to associate rosé wines with summer time. Since summer soon will be upon us, let me offer for your consideration two inexpensive rosés.

Chateau Laurerie is an estate established in the Bergerac region of southwest France in the 1970s. Bergerac is just east of the famous Bordeaux wine country, and many of the grapes found in Bordeaux are grown there. You may recall that my first encounter with this estate was with their Sauvignon Blanc, which continues to be a good buy. However, the **2010 Chateau Laurerie Bergerac Rosé** is the wine I thought I would spotlight. The wine is one of those easy sippers that does not pretend to be "serious." The nose offers gentle scents of rose petals, and the fruit is dominated by delicately presented strawberry fruit. There is little in the way of structure to the wine, but for patio sipping it offers affordable charm.

If there is a place that most people associate with rosé wines it is in the beautiful southern France region of Provence. A very pretty wine to help transport you to Provence, in mind if not body, is **2010 Domaine de Sulauze Aix en Provence Rosé Pomponette**. I had the chance to taste this wine with proprietor Guillaume Lefèvre, and his passion for featuring this delightful wine was evident. There are five different grapes in the blend, dominated by Grenache, a grape that perhaps more than any other is suitable for making rosés. This wine has a fragrant, floral nose with muted but spicy citric fruit and mineral overtones. It is a clean, crisp wine with more penetration and persistence of flavor than the Laurerie.

While there is considerable excitement about 2009 southern Rhone wines, particularly since the 2008 vintage generally was more difficult than either the preceding or succeeding year, a very fine

wine from a vintage destined to be overshadowed is **2008 Domaine de Piaugier Sablet Côtes-du-Rhone Villages**. Sablet is one of the better towns in the general region known as the Côtes-du-Rhone (thereby entitled to the "villages" attached to the regional name). The dominant grape in southern Rhone wines is Grenache, and that grape is featured in this wine. The impression the wine provides is one of sturdiness, with typical black pepper flavors spicing up the dark cherry, almost plummy fruit. There is a real fleshy richness to the wine that, along with its price, adds to its attraction.

Switching gears and grapes, I had a chance to taste with the owner the extensive lineup of wines presently offered by Fratelli Revello. While all the wines poured represented good value, albeit in different price ranges, two of the entry level wines stood out. The **2009**

Fratelli Revello Dolcetto d'Alba is a real QPR winner featuring ripe, lush, crushed cherry fruit, subtle spices and a touch of pepper to frame the flavors. While it will cost a few dollars more, the **2009 Fratelli Revello Barbera d'Alba** again shows a deft hand, this time with the workhorse of northern Italy varietals, Barbera, a grape often found in pitchers on red and white checkered tablecloths at local trattoria. It is a high acid varietal, which can come across as harsh if not well made or if the grapes do not fully ripen. The Revello Barbera exhibits a round and supple profile of red and black cherries, a touch of loam and some graphite, all delivered in a medium body conveying a nice mouth feel. The wine has enough acid to stand up to red sauce, yet is supple enough to enjoy on its own. It simply is a pretty wine for a very fair price.

As the weather warms, it is a natural wine tendency to seek out more white wine, and one well worth reaching for is **2010 Palazzone Orvieto**. This wine has a nose that projects springtime, with delicate geranium notes leading to a ripe and welcoming thompson grape taste sensation. The wine offers a surprising degree of lushness for its modest price while conveying enough nerve to keep the wine in balance. This typically is a blend of several indigenous grapes, likely including Grechetto and Trebbiano (called Procanico in this region).

Cristina Geminiani is among the more lauded women winemakers in Italy, and her Fattoria Zerbina winery has garnered many awards. At Michael Skurnik Wines recent portfolio tasting, Cristina poured a number of her wines, including the very nicely priced **2008 Fattoria Zerbina Sangiovese di Romagna Ceregio**. The Sangiovese grape is best known as the primary grape of Tuscany's Chianti wines, and in capable hands can produce fine wines in the Emilia-Romagna region as well. This is a wine of substance, almost sumptuous for the price, displaying interesting Bing cherry, leather, tobacco and balsamic notes that are at once fruity and elegant. Cristina also was pouring the 2009 vintage of this wine which, while nice, was not as endowed as the 2008.

One of the QPR stars of a recent portfolio tasting presented by Polaner Selections was the **2007 Sean Minor Cabernet Sauvignon**. I have tasted past vintages of the wines offered by Sean Minor and have reported on a few in past columns. Sean was present to discuss his wines and his approach to winemaking, which is directed toward purchasing fruit or juice from good sources to enable him to aim

LAW PRACTICE MANAGEMENT

Firm Mergers and Lateral Acquisitions: A Due Diligence Primer

Part 1 of 2



by Joel A. Rose

Individual and groups of attorneys often seek to join with a larger law firm because they expect size and a better balance of skills and client base to provide them with improved professional service and a long-term economic advantage.

However, the potential problems that may occur after joining with an established firm are infinitely complex. Such a merger, if consummated, will call for a change in the manner in which the attorneys in the newly-merged firm currently practice law and manage their business. It will potentially require different approaches to management and compensation, but will also create numerous new opportunities.

In spite of these possible opportunities, the integration of individual or smaller attorney groups into a larger firm does not always succeed. The miscarrying of a merger creates more problems in the disentanglement for the individual or group of attorneys than the original bringing together of these attorneys.

A Composite Case History

The reasons a well-established, small boutique law firm joined with a larger law firm in which the author's management consulting firm was involved was the desire on the part of the partners in the boutique for improved earnings, more effective lawyer management and augmented expertise in certain potentially profitable practices.

The principal reason for the larger firm was the desire to improve measurably its economic position by establishing greater depth and expertise in the boutique's specialty practice area. The larger firm also

aspired to transition the boutique's clients and to continue to attract larger and more profitable clients within this specialty.

Significant Differences

Initial analysis showed that there were complementary areas of law, that there was a high probability of transitioning clients of the boutique to the larger firm in order for the merged group to continue to service the profitable clientele and further develop the specialty area of practice.

Preliminary conferences among partners in each firm revealed substantial differences. The partners in the small firm exercised complete control over the financial issues relating to their practice. As such, they increased the amount and frequency of their compensation on an "as needed" basis, cash flow permitting. The larger firm had a structured compensation system, administered by a compensation committee, with set draws for each partner.

Due diligence revealed certain income produced by partners in the boutique firm, i.e., commissions, executors' fees, etc., were excluded from the arrangement that all income from the practice should come into the firm. Retirement arrangements for members of each firm differed and required reconciliation. One firm considered all net income as profit for the partners. The other firm counted net profit after salaries (or draw) to partners had been deducted.

Benefits Recognized

Despite these differences, members of the two firms enjoyed a collaborative relationship including enhanced representation in more difficult cases and in more complex client situations. Recognizing that they reaped

the mutual benefits of organization and specialization, they found it easier to resolve differences.

The firms focused on balance sheet items: assets, liabilities, and capital arrangements. Capital requirements considered an assumed interest in the assets of the firm, including cash on hand, unbilled work and accounts receivable, costs advanced, library, furniture, and equipment and leasehold improvements.

Income improvement was a major point of discussion by all the partners of the potential merger. Another area of great concern was the new firm name. This was an especially sensitive issue since none of the partners' names in other firms that were acquired by the larger firm had been included in the firm name.

An especially "hot" political issue was how the deal would be presented to the former's clients and the general public. The boutique firm partners perceived the integration of their practice into the larger firm as joining of equals, rather than an acquisition by the larger firm. However, other similar deals consummated by the larger firm with other attorneys and groups of attorneys were considered to be acquisitions.

With the assistance of the author's management consulting firm, a committee of partners from the boutique and the larger firm held many meetings, and were able to set target dates for accomplishment, which led them to "merging" the practices.

In Part 2, we will explore the anatomy of successful due diligence issues for the acquiring firm.

About the Author: Joel A. Rose is president of Joel A. Rose & Associates, Inc., Management Consultants to Law Offices, based in Cherry Hill, NJ. 08003. He may be contacted at (856) 427-0050 (tel); (856) 429-0073 or jrose63827@aol.com

Be sure to check this month's inserts

Louis R. Lessig Participates in ABA Bar Leadership Institute

Joining over 300 other emerging leaders of lawyer organizations from across the country at the American Bar Association's Bar Leadership Institute (BLI), March 10-11 was CCBA President-Elect Louis R. Lessig, a partner with Brown & Connery, LLP in Westmont.

The BLI takes place annually in Chicago. It offers incoming officials of local and state bars, special focus lawyer organizations and bar foundations the opportunity to confer with ABA officials, bar leader colleagues, executive staff and other experts on the operation of such associations.

Lessig joined ABA President Stephen N. Zack of Miami, FL and ABA President-Elect Wm. T. (Bill) Robinson III of Florence, KY in sessions on bar governance, finance, communications, and planning for a presidential term.

Various ABA entities briefed the participants on resources available from the ABA for local, state, national, and specialty bar associations and foundations.

The BLI is sponsored by the ABA Standing Committee on Bar Activities and Services and the ABA Division for Bar Services as part of the Association's long-standing goal of fostering partnerships with state and local bars and related organizations. Collaborating ABA staff entities included the Division for Media Relations and Communications Services.



President Stephen N. Zack and President-Elect Wm. T. (Bill) Robinson, III with CCBA President-Elect Louis R. Lessig (center).

Wine & Food

Continued from Page 14

directly for that value sweet spot in the wine marketplace. Unencumbered by the carrying costs of high priced Napa Valley vineyard land, Sean is able to offer a quality Napa Cabernet Sauvignon stores can sell for less than \$20. The wine offers a bright, cassis dominated nose that carries that impression through to hit all of the right places on the palate. It is surprisingly well-structured, and yet a seamless wine that likely will make you feel like a very savvy shopper.

This is a particularly good time for wine drinkers searching for value priced wines to consume rather than collect. Happy shopping!



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VERDICTS IN THE COURT

Superior Court of New Jersey

VERDICT: No Cause (2/24/11)
Case Type: Insurance
Judge: Robert G. Millenky
Plaintiff's Atty: Ronald DeSimone, Esq.
Defendant's Atty: Jeanine D. Clark, Esq.
L-2325-09 Jury

VERDICT: Liability Verdict: 30% Plaintiff;
70% Defendant Damage Verdict: 0
(2/25/11)
Case Type: Auto Negligence
Judge: Frederick J. Schuck
Plaintiff's Atty: Michael Sussen, Esq.
Defendant's Atty: Laurie Tilghman, Esq.
L-571-08 Jury

VERDICT: Judgment for Plaintiffs (2/28/11)
Case Type: Forgery
Judge: Mary Eva Colalilio
Plaintiff's Atty: John M. Makowski, Esq.
Defendant's Atty: Brenda Lee Eutster, Esq.
L-234-07 Bench

VERDICT: Judgment for Plaintiffs Damage Verdict:
Defendant \$200,000 (3/3/11)
Case Type: Auto Negligence
Judge: Robert G. Millenky
Plaintiff's Atty: Richard Stoloff, Esq.
Defendant's Atty: Laurie Tilghman, Esq.
L-3940-08 Jury

VERDICT: Directed Verdict/Case Dismissed
(3/9/11)
Case Type: Personal Injury
Judge: John A. Fratto
Plaintiff's Atty: Joseph Bennie, Esq.
Defendant's Atty: Frank LaSalvia, Esq.
L-1736-08 Jury

VERDICT: Damage Verdict: Defendant \$10,000
(3/10/11)
Case Type: Auto Negligence
Judge: Robert G. Millenky
Plaintiff's Atty: Theodore M. Costa, Esq.
Defendant's Atty: Laurie Tilghman, Esq.
L-321-09 Jury

VERDICT: No Cause (3/22/11)
Case Type: Auto Negligence
Judge: F. J. Fernandez-Vina
Plaintiff's Atty: Michael Mignogna, Esq.
Defendant's Atty: Tanya Seybold, Esq.
L-2463-08 Jury

VERDICT: Damage Verdict: Defendant
\$107,452 (3/24/11)
Case Type: Auto Negligence
Judge: Frederick J. Schuck
Plaintiff's Atty: Scott Goldberg, Esq.
Defendant's Attys: Jessica Adams, Esq.,
Kathleen Eustace, Esq., &
Raymond Danielewicz, Esq.
L-4129-08 Jury

VERDICT: Liability Verdict: 100% Defendant
Damage Verdict \$40,000 for Plaintiff
(3/29/11)
Case Type: Auto Negligence
Judge: Deborah Silverman Hatz
Plaintiff's Atty: Scott Goldberg, Esq.
Defendant's Attys: Thomas Murphy, Esq.
L-6371-08 Jury

VERDICT: No Cause (3/31/11)
Case Type: Auto Negligence
Judge: Michael J. Kassel
Plaintiff's Atty: Cindy J. Baen, Esq.
Defendant's Attys: Robert Kaplan, Esq.
L-1308-09 Jury

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Louis R. Lessig to be Installed as 85th Bar President

Continued from Page 1

Lessig, a partner at Brown & Connery, LLP in Westmont, succeeds Linda W. Eynon, Legal Counsel for Horizon NJ Health in West Trenton, and will serve a one year term beginning on June 11. Current Bar Foundation President, Joseph A. McCormick, Jr., with the Law Offices of Joseph A. McCormick, Jr., P.A. in Haddonfield, will turn over the reigns of the Camden County Bar Foundation, the Association's charity partner, to past CCBA President Richard A. DeMichele, Jr., a Partner in the firm of DeMichele & DeMichele, P.C. in Haddon Heights

"I am both honored and excited to be serving as president of New Jersey's finest Bar Association. I look forward to a wonderful, but busy year," said Lessig, working with my fellow Officers, Trustees and Association members to tackle the challenges that lie ahead as we navigate through these changing times, to make this a memorable and successful year. I also congratulate and thank President Linda Eynon for her excellent and strong leadership during this economically challenging year" he added.

The oaths of office will also be administered to the new officers and trustees of the Association and Foundation. Among those assuming new duties will be Brenda Lee Eutsler, President-elect; Gary W. Boguski; First Vice President; Casey Price Second Vice President; Jenifer G. Fowler, Treasurer; and Louis R. Moffa, Jr., Secretary.

New and reappointed Association trustees include: Gregory P. DeMichele, Eric G. Fikry, Louis G. Guzzo, Justin T. Loughry and Michael V. Madden. William F. Cook will serve as Young Lawyer Trustee.

Lessig brings an impressive resume to his presidency. At Brown & Connery, he concentrates his practice in labor and employment litigation and counseling, representing management and individuals in employment matters, including claims of discrimination, harassment, hostile work environment and retaliation under the NJLAD, Title VII, ADA, FLSA, CEPA, ADEA, FMLA, NJFLA, PHRA and the common law, in state and federal courts as well as before the Equal Employment Opportunity Commission, New Jersey Division of Civil Rights, Pennsylvania Human Relations Commission, and Philadelphia Commission on Human Relations.

Mr. Lessig has taught at the Comey Institute for Industrial Relations at St. Joseph's University and publishes articles that have appeared in periodicals including the Employment Litigation Reporter, Corporate Risk Spectrum, HR Professional, and Labor and Employment Quarterly. He was also a principal in the Pinnacle Employment Law Institute (PELI), which conducted training sessions and provides developmental assistance in employment relations. Mr. Lessig serves as a Barrister in the Sidney Reitman Employment Law American Inn of Court.

A graduate of Muhlenberg College in 1993, he received his law degree from Widener University School of Law in 1996. After graduating from law school, he served as judicial law clerk to the Honorable M. Allan Vogelson, Presiding Civil Judge of the Superior Court of New Jersey in Camden County. Mr. Lessig co-authored the 2002 supplement to "Drafting and Revising Employment Policies and Handbooks" Published by Aspen Publishing.

He is admitted to practice in New Jersey, Pennsylvania, the United States District Court for the District of New Jersey, the United States District Court for the Eastern District of Pennsylvania, Third Circuit Court, the District of Columbia and the United State Supreme Court.

Congratulations, Lou! We look forward to another great bar year.

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From a CCBA Partner in Progress

What If the Kids Don't Want the Business?

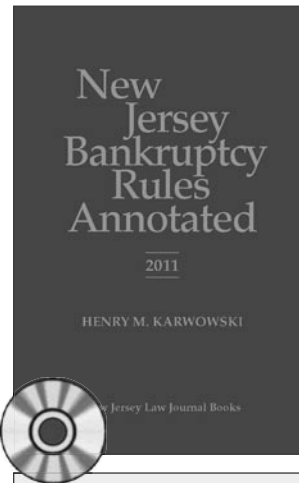
Continued from Page 6

- Greater cash requirements and financing needs.
- May require regulatory approval from the SEC, FTC, or another agency.

These are just some of the things clients should consider when selling or acquiring a business. Each transaction must be evaluated on its own to determine the financial and tax consequences of different arrangements for the parties. You as attorneys and all of us comprising the client's "team" of advisors can help analyze these factors to enable them to negotiate a deal that is most suitable in the particular circumstances.

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From a CCBA Partner in Progress

During Trying Economic Times How Do I Engage My Employees?

Continued from Page 9

Statement is an online and paper statement that presents each employee with the “dollarized” value of his or her total compensation, including cash compensation, employee benefits, retirement contributions, and tax savings programs . Because it is available for viewing year-round and can be updated as frequently as you want, employees enjoy full-time, real-time visibility into the value of their employment.

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USI Affinity is meeting with firms to review how Health Reform is going to affect their benefits package. If you are interested in reviewing this with a benefit professional please call or email Ray Keough at 610-537-1393, ray.keough@usiaffinity.com

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Capehart Scatchard associate, **Laurel B. Peltzman, Esq.**, spoke at a recent Temple University, Fox School of Business employment law seminar. She was part of a panel discussion which addressed the trends in employment law, government policy, EEO laws and legislative trends.

Ms. Peltzman focuses her practice in the representation of public and private sector employers in the areas of labor and employment, school law, and civil rights law matters. She received her law degree from Rutgers University School of Law in Camden, *Magna Cum Laude*. She was also an editor of the Rutgers Journal of Law and Public Policy and Recipient of the American Bar Association and Bureau of National Affairs Award for Labor and Employment Law.

Capehart Scatchard Shareholder, **Alan P. Fox, Esq.** recently spoke at the Landlord-Tenant Law Update sponsored by Sterling Education Services. In his presentation, Mr. Fox spoke on issues related to when a tenant or landlord files for bankruptcy protection. Mr. Fox has developed his practice in the areas of commercial litigation, commercial transactions, bankruptcy, business law, real estate, zoning and land use law.

He is a member of the New Jersey, Pennsylvania, and Camden County Bar Associations and is admitted to practice in New Jersey and Pennsylvania. Mr. Fox received his law degree from California Western School of Law and his B.A. degree in Economics from Rutgers College.

Camden/Burlington Joint Bar Picnic Slated for June 17

Final event of the Bar year

Now in its 5th year, the Camden/Burlington Joint Bar Picnic has become a highlight of the Bar year, and the annual end of the year event to attend.

Join friends and colleagues from the Bench & Bar in Camden and Burlington Counties for what is certain to be another great day in the great outdoors.

Featuring all of your favorite picnic fare, the annual "Battle of the Bars" softball game, and poolside cocktails, this is a can't miss event!

In addition to great picnic fare, open beer & wine bar and the ever-popular softball game, golfers will be able to enjoy a morning of golf to work up an appetite.

Hosted this year by BCBA, the picnic is scheduled for 1-7 p.m., at The Flying W in Medford. Tickets are just \$50 for members and \$65 for non members.

Don't miss the opportunity to join South Jersey colleagues for a great day of fun in the sun! Refer to the Picnic Flier included in this month's inserts to reserve your place today! (And bring a friend.)

HOLD THIS DATE! Friday, June 17th

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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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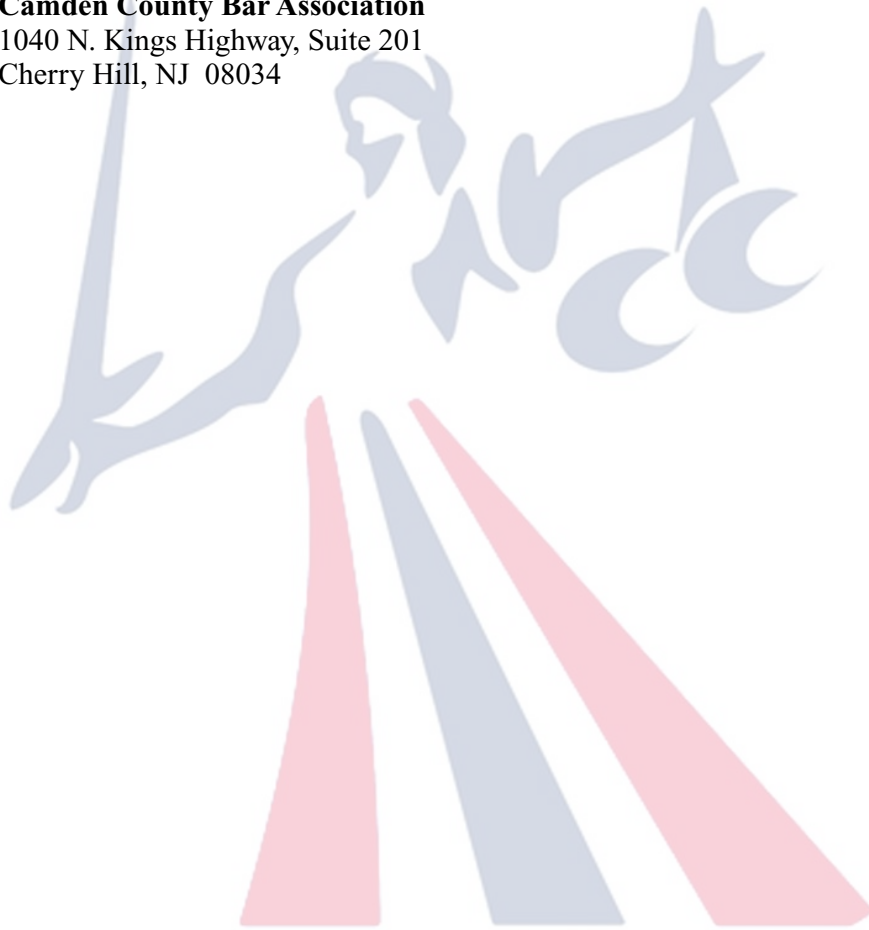
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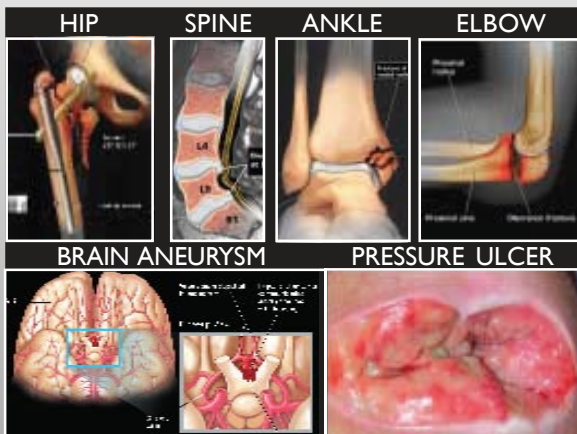
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