



Adopt-A-Family For the Holidays

'Tis the season of sharing

Share your good fortune and make the holidays special for an underprivileged family in the city of Camden by "adopting" a deserving family at this special time of year. The Public Benefits Committee is asking for your support of this year's Adopt-A-Family program. Our goal is to bring the joy of the season to 100 families and with your help we can do it!

Adopting a family is easy! You can choose to provide food and gifts for a small, medium or large family. Although you will not meet the family in person, you will be provided with the ages of the children, their clothing sizes, and in some cases, their Christmas "wish list." All you have to do is shop, pack, and deliver your donations to St. Joseph's Pro Cathedral Church in Camden on Thursday, December 23rd.

Continued on Page 16



Sharing the Season with Deserving Kids

Children's Holiday Party Set for December 4th

The date for the Camden County Bar Foundation's Annual Children's Holiday Breakfast and Party at the Coastline in Cherry Hill has been set for Saturday, December 4th, and volunteers are needed to help ensure a festive party for hundreds of less fortunate children from Camden.

Beginning at 9 a.m., busses will start unloading our special guests for a full breakfast, compliments of Coastline owner Chris Mortous and his staff, followed by a few magical hours of fun, gifts, and a visit with Santa.

A cast of volunteer attorneys and judges, many in holiday and elf costumes, will assist in serving and lead a carol-sing to get everyone in the holiday spirit.

The children will also be treated to a magic show before Santa (a.k.a. U.S. District Court Senior Judge Joseph Rodriguez) and his sleigh full of goodies arrive. Every child will have a chance to tell Santa what they want for Christmas and then be sent off with a Polaroid photo and a wrapped gift.

No volunteer has ever been turned away from this incredible experience. If you are inspired to make a positive difference in the lives of those who need it most and you can spare several hours, please call or email Kathy at Bar Headquarters, 856.482.0620/kmc@camdencountybar.org.

Notice to Bar

Because of the severity of recent budget cuts, South Jersey Legal Services, Inc. must significantly reduce staffing levels and its level of client services proportionately. We have begun to reduce caseloads now in preparation for this transition.

Currently, we have a very large backlog of Camden County clients in need of expungements. Many of these clients need the expungements in order to secure employment. We are calling on the private bar to assist us with this backlog.

If you are willing to assist, please contact Michelle T. Williams, Esquire, Director of Pro Bono Services, at (856) 964-2010 ext. 6229 or MTWilliams@lsnj.org.

Fall Frolic

Frolic with us on November 16th It's a lot more than a good time!

Thanks to the unfailing generosity of our good friends at the Coastline, especially owner Chris Mourtos, the Camden County Bar Foundation will be hosting two annual events there this year.

On December 4th, we once again will be treating 250 or more wide-eyed children from Camden to a very special holiday celebration featuring a sumptuous Coastline breakfast, an always dazzling magic show, and a visit with Santa who, with the help of his many elves, gives each child a beautifully wrapped Christmas gift and their photograph sitting on Santa's lap. While the Coastline and its employees donate the food and their time to prepare and serve it, the Bar Foundation underwrites the entertainment and, of course, the gifts. To enable us to pay costs associated with this event, the Bar Foundation turns yet again to our caring Coastline friends.

Each year, Chris Mourtos opens the Coastline doors to Association members, their staff and friends for a happy hour featuring a hot buffet and even hotter dance music. Once again, we will frolic at the Coastline (1240 Brace Road, Cherry Hill) between 6 and 8 p.m. on Tuesday, November 16th. **WE NEED YOU TO JOIN US!** Due to ABC regulatory changes a \$1 charge per drink is required; therefore, we have reduced the ticket price to \$10, which *includes* one drink ticket. **PLEASE understand why your support is so vital:**

1. The proceeds from the Fall Frolic will be used to purchase gifts for Santa to give our guests on December 4th.
2. Our average cost the past 5 years to treat the children was \$6,200.

Continued on Page 10

Inside

Calendar	2
Legal Line to Municipal Law	5
Legal Line to Criminal Court Law	7
Justice Complex	8
Spinning My Wheels	9
President's Perspective	13
Wine & Food	14
Law Practice Management	15
Young Lawyer Corner	16
Verdicts in the Court	17

The Docket

Tuesday, November 2nd

Young Lawyer Committee Meeting
Noon
Bar Headquarters, Cherry Hill

Thursday, November 4th

Commercial Debtor Creditor Relations Committee Meeting
7:45 am
Bar Headquarters, Cherry Hill

Wednesday, November 10th

Municipal Court Practice Committee Meeting
4:00 pm
Haddonfield Municipal Court, Haddonfield

Tuesday, November 16th

Fall Frolic
6:00 – 8:00 pm
The Coastline, Cherry Hill

Wednesday, November 17th

Association Board of Trustees Meeting
4:00 pm
Bar Headquarters, Cherry Hill

Thursday, November 18th

UM/UIM Seminar
4:00 – 6:15 pm
Tavistock Country Club, Haddonfield

Friday, November 19th

Social Security Committee Meeting
Noon
Bar Headquarters, Cherry Hill
Criminal Practice Committee Meeting
3:00 – 4:00 pm
Hall of Justice (Room 36), Camden

Tuesday, November 30th

Probate & Trust Committee Luncheon
Noon
The TapRoom, Haddon Township

Saturday, December 4th

Children's Annual Holiday Party
9:00 am – 12:00 pm
The Coastline, Cherry Hill

Tuesday, December 7th

Young Lawyer Committee Meeting
Noon
Bar Headquarters, Cherry Hill

Thursday, December 9th

Ethics Seminar
4:00 – 6:15 pm
The Mansion, Voorhees

Tentative Agenda for November 17 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 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



"Understanding Alcotest Discovery" was the title of a recent sold out MCLE Seminar at Tavistock Country Club. The seminar was sponsored jointly by the Camden and Burlington County Bar Associations and offered participants the latest information on Alcotest Discovery, Foundational Documents and Digital Data. Seminar presenters were (l-r) Dean J. Buono, Esq., Municipal Prosecutor; Hon. Robert T. Zane, III, PJMC, Moderator; and Jeffrey Evan Gold, Esq., of the Law Offices of Gold & Associates.

The Barrister

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

President

Linda W. Eynon
210 Silvia Street
Trenton, NJ 08628

President-elect

Louis R. Lessig
360 Haddon Avenue
Westmont, NJ 08108

First Vice President

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

Second Vice President

Gary W. Boguski
199 Sixth Avenue
Mt. Laurel, NJ 08054

Treasurer

Casey Price
35 Kings Highway East,
Ste. 110
Haddonfield, NJ 08033

Secretary

Jenifer G. Fowler
76 East Euclid Avenue,
Suite 101
Haddonfield, NJ 08033

Executive Director

Laurence B. Pelletier

Advertising

Kathy Caira
856.482.0620

Board of Trustees

kmc@camdencountybar.org

2011

Ira R. Deiches
Eric G. Fikry
Louis G. Guzzo
Justin T. Loughry
John A. Zohelman, III

Periodicals postage paid
at Cherry Hill, NJ
and additional offices
(USPS 712 - 480).

Classified Advertising
rates \$30 per column inch.

2012

Ronald G. Lieberman
Ellen M. McDowell
Jerrold N. Poslusny, Jr.
Carl Ahrens Price
John F. Renner

Annual Subscription
Rate \$40

2013

Charles C. Bratton, II
Carol A. Cannerelli
Adam E. Gersh
Steven J. Polansky
William Tobolsky

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.

Young Lawyer Trustee

Michael V. Madden

New Jersey State Bar Trustee

Arnold N. Fishman

Immediate Past President

Richard A. DeMichele, Jr.

Ombudsperson

Robert G. Harbeson

ABA Delegate

Richard A. DeMichele, Jr.

Editorial Board

John C. Connell
Warren W. Faulk
V. Richard Ferreri
Peter M. Halden
James D. Hamilton, Jr.
John J. Levy
John G. McCormick
Casey Price
Linda W. Eynon
(ex-officio)

Editorial Offices

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

Be an active
participant
in YOUR
professional
organization.

ATTEND
MEETINGS
AND
FUNCTIONS!

Out & About

The Autumn Scramble



(l-r) Jim Hamilton, Michael Fekete, Ray Solomon & Steve Greenberg



(l-r) Jerry Poslusny, Jenifer Fowler & Kelly Walenda



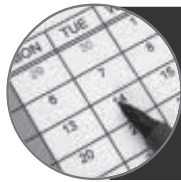
(l-r) Dr. Manoj Patharkar, Ken Landis & Mark Oddo



(l-r) Bob Dintino, Joe Bernardino, Tom Hagner & Larry LaMaina



(l-r) Bill Sanderson, Brad Spiller, Brenda Eutsler & Foundation President Joe McCormick



2010-2011 Camden County Bar MCLE Planner

Thursday, November 18, Tavistock CC, Haddonfield

UM/UIM

Ever been confused by a complicated UM/UIM claim? This enlightening seminar will present an in-depth analysis of coverage issues, UIM claims strategies, and situations involving bad faith and pre-judgment interest from the perspectives of both the plaintiff and the defense. Topics include: UM/UIM Primer Stepdown Case Overview Legislative & Case Law Updates UM/UIM Arbitrations.

DECEMBER

- 6 Facebook & Other Social Media Sites: Their Effect on Human Resources & Employment Law, CCBA (Labor & Employment Law Committee Luncheon - Includes 1.0 MCLE credit)
- 7 In-House Counsel, The Mansion
- 9 Ethics*, The Mansion

JANUARY

- 18 Elder Law, Tavistock
- 25 Black Letter Blast on Criminal Law, Tavistock
- 27 Bankruptcy Conference, Tavistock

FEBRUARY

- 2 DWI Review - Part II, Tavistock
- 9 Labor & Employment Committee Luncheon*
- TBD Joint Family Law & Probate & Trust
- TBD Legal Malpractice*
- 17 Appellate & Appellate Brief Writing, Tavistock

Tuesday, November 30, The TapRoom, Haddon Township

9th Annual Hot Trends in Probate Litigation

This annual program is one of the hottest of the year, and is certain to be a sell out! Join CCBA's local probate litigation experts, Steve Mignogna and Tony LaRatta for another informative program - this year with 1.0 credits toward your MCLE requirement.

MARCH

- TBD Personal Injury
- TBD Labor & Employment Law
- TBD Criminal Law

APRIL

- TBD Ethics
- TBD Commercial Debtor-Creditor
- TBD Medicare Set-Asides

MAY

- TBD Joint Probate & Trust and Taxation
- TBD Workers' Compensation
- TBD Real Estate

* Includes Ethic credit(s)

Meet the Judges & Law Clerks



Judge Natal & Judge Axelrad



(l-r) Bill Hildebrand, Katie Hartman & Brian Faulk



(l-r) Brian Turner, Ashley Shapiro & Russell DePersia



(l-r) Jim Hamilton, Judge Wizmur & Harold Cohen

• ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION • ANYWHERE •

ANY STATE • ANY NATION • ANY WHERE • ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION

ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION

**“IF WE
DON'T
SERVE
IT, YOU
DON'T
PAY”[®]**

**ANYWHERE IN THE U.S.A.
1-800 PROCESS**

International Not Included.

• ANY STATE • ANY NATION • ANYWHERE • ANY STATE • ANY NATION • ANYWHERE •

LEGAL LINE TO MUNICIPAL LAW

More on Refusals...

by Fredric L. Bor

Many states address the issue of a Refusal administratively so that it does not serve as a "conviction." The importance of this has been brought home very clearly as a result of the decisions in Ciancaglini and Eckert. Indeed, Refusals, within the context of a prior "conviction" has become an important issue regarding incarceration as we all await the decision of the Supreme Court in Ciancaglini. And, there continues to be confusion concerning whether a DWI and Refusal, if convicted of both, constitute separate offenses so that a motorist has two DWI convictions resulting from the same traffic stop. In the meantime, however, we continue to have litigation and Appellate Division decisions regarding the Standard Warning Statement (commonly known as paragraph 36). In a published decision on July 12, 2010, the Supreme Court ruled in State vs. Marquez that a person who has been arrested for DWI has the right to be informed of the obligation to submit to a breath test in the language he speaks. All counsel are instructed to read this important 4 to 3 decision and how the Attorney General and Motor Vehicle Commission responds to its directives.

Even more recently in a decision on September 3, 2010, the Appellate Division, although unpublished, has further clarified the use of the "Standard Statement" in a prosecution for a Refusal. In State vs. Tirado, the facts as pertains to the refusal aspect are very basic. Subsequent to a DWI arrest, Tirado was arrested by Officer Quintano who turned him over to Sergeant Tamburro for the administration of the Alcotest. At trial, both of these officers testified that the "Standard Statement" was read to Tirado before the administration of the Alcotest. Stunningly, the testimony suggests that both officers denied actually reading the statement to Tirado while, at the same time, stating that the other officer did so. Furthermore, it appears as if the Court reviewed the actual Standard Statement, that we have all seen countless times, on the record, and such statement did not contain any identifiers relative to whether Tirado was the person to whom the statement was read. Further, the case number was missing at the upper right hand portion of the statement and the officer's signature was not present. The only identifier on the statement was the response, "yeah, yeah."

While there were other issues on appeal, this article focuses only on the Refusal aspect. In a Per Curiam decision, the Court took the opportunity to reinforce the importance of precision relative to the "Standard Statement." Essentially, the issue of whether or not the evidence and the record demonstrated, beyond a reasonable doubt, that the statement was read to him and/or that he was made aware of his right to independent testing. Perhaps following the trail of State vs. Marquez, the Court ruled in favor of defendant, Tirado. Even as far back as 1999, the Supreme Court in Widmaier articulated the notion that the Standard Statement must be read to all defendants before the administration of a breathalyzer. This general procedural safeguard has more recently been reinforced in State vs. Spell. Notwithstanding the conceptual holding of Tirado, the Court did include a fact sensitive analysis in its decision. More particularly, the Court found that neither officer read the Standard Statement to Tirado and it contained no "identifiers" to which linkage could be developed between this particular defendant Tirado and the proper reading of the statement. Or, as stated, "In our view, such meager and equivocal evidence does not establish the requisite fact of an accurate reading of the proper statement beyond a reasonable doubt." It is interesting to note that the Appellate Division referenced the Law Division Judge in this matter who had the same record as set forth in this unpublished Opinion. Even with that record before him, the Law Division Judge felt "convinced" that it had been read. So, in addition to the reaffirmation by the Appellate Division of the importance of specificity and certainty beyond a reasonable doubt, this Law Division Judge was "convinced" otherwise. The other lesson to be learned from this matter is the importance of having a clear record at the Municipal Court, if an appeal is necessary. And, also, not always to back off after a Law Division Judge decides a case adversely, if your client has the resources, and you believe there was error at the Municipal Court.

Fredric L. Bor is a member of the Municipal Court Committee of the Camden County Bar Association and was admitted to the New Jersey Bar in 1972. In addition to his law degree from Rutgers, Fred holds a Ph.D. in Philosophy and two Masters Degrees. He was a Municipal Court Judge from 1979 to 1984 in Gloucester Township, Berlin, Barrington, Woodbury Heights, Waterford, and Pine Hill.



The Association recently sponsored the MCLE Seminar "Basic Elements of Federal Practice in the Camden Vicinage" at Tavistock Country Club. The sold out seminar addressed what every lawyer should know before appearing before a Federal District Court Judge or a Federal Magistrate Judge. Seminar presenters were (l-r) Carl D. Poplar, Esq., of Carl D. Poplar, PA, moderator; Jack O'Brien, Esq., Federal District Court Clerk; Hon. Karen M. Williams, U.S. Magistrate Judge; Hon. Anne Marie Donio, U.S. Magistrate Judge; and Hon. Joel Schneider, U.S. Magistrate Judge.

NJSBA Trustee Update

NJSBA Report

By Arnold Fishman



No you are not seeing double, and I am not stuttering on paper. This report generally has a subtitle that alerts the reader that the article is just an opportunity for me to vent. I thought it would be refreshing to actually give you a report of my recent activities on behalf of the CCBA. Lots going on! Still time to buy a brick to commemorate the refurbishing of our beautiful headquarters and bring it into the present of communication technology. If you are in the neighborhood, and the lights are on, stop in. Of the many, three issues are especially important to report.

First, our fearless leader, Linda Eynon asked me to represent the CCBA at the Judicial Conference called to consider a new rule of evidence. Last year the NJ Supreme Court proposed an exception to the hearsay rule entitled "Forfeiture by Wrongdoing." It would make admissible a statement made by a witness who did not appear or testify as a result of the objecting party's actions. That person would lose the opportunity to question the evidence presented and in the criminal context (s)he would forfeit the constitutionally guaranteed right of confrontation. In State v. Byrd 198 N.J. 319 (2009) Justice Albin set forth an entire procedure as a guide for the development of the law in this area. The opinion, without discussion of the question, proposes the burden of proof to be by a preponderance of the evidence standard. While we agreed that the law must not remain toothless - unprepared to protect the system of justice from witness

intimidation - can that unambiguous need overcome fundamental and constitutionally guaranteed rights without a heightened burden of proof? If the burden to admit a breath test reading is clear and convincing (which it is) then how can the admission of such potentially damning evidence require a lesser burden? The rule has been proposed. If the legislative or executive branches take no action, it becomes effective July 1, 2011. Urge them to insist on a standard no lower than clear and convincing - beyond a reasonable doubt would be even better - and elevate those forfeited rights to the level at least as high as a blood alcohol reading.

Second are the hot-button issues raised by the recent elimination of the County Bars from the Judicial and Prosecutorial appointments process. The questions relate to how the county representative gets appointed, how long can (s)he serve and who, among the county bar leadership, must be interviewed. The NJSBA Board decided that the ultimate decision as to who serves on the State JPAC must remain in the hands of the NJSBA President with due consideration given to the names submitted by the County President, that the terms be reduced to two terms of two years each and that the county's input be from a group of between seven and eleven members.

Finally, and perhaps most importantly, shortly you will be asked to vote on proposed bylaw amendments. They would expand the Nominating Committee, raise the number of years required to achieve emeritus status and expand the Board of Trustees to include two additional section/committee seats and three at-large seats. (See Diversity, Barrister September 2010) We are hopeful that this will lead to an increase in the voice of the

committee/sections and foster diversity in our leadership and our membership. A description of those changes follows.

NJSBA Election 2010 — A Summary of the Issues

NJSBA members will receive ballots on proposed bylaw changes.

Nominating Committee

What is proposed: The size of the Nominating Committee will be increased from seven to 15 members, and be more representative of the state bar's membership.

The larger committee would include representatives from counties, state bar association sections and the Young Lawyers Division, the general membership, as well as under-represented segments of the bar association's membership. Members are also being asked to give the Board of Trustees the authority to establish objective, standard operating procedures for the Committee to ensure fairness and uniformity in considering candidates for leadership positions.

Goal of the changes: This is meant to promote inclusion of the varied and diverse segments of the state bar association. Expanding the nominating committee means the selection of leaders will be made by a broad base of members.

Board of Trustees

What is proposed: The board reviewed various proposals and approved expanding the Board of Trustees from 44 to 49 members, adding two seats for section and committee representatives and three at-large seats for under-represented groups.

Continued on Page 12



Hon. Richard S. Hyland

Mediation

10 yrs. Superior Court Judge (ret.)

Arbitration

Former Certified Civil Trial Attorney

Neutral UM/UIM

856.429.9393

rhylandatlaw@aol.com

ADR Services

Arbitration ~ Mediation ~ Complex Case Management

John B. Mariano

40+yrs Legal Exp. ~17 yrs Superior Court Judge (ret)

Fax/Tel: 856.429.8366

LEGAL LINE TO CRIMINAL COURT LAW

So Long, Summer

by Timothy A. Wright

To defense attorneys who represent non-citizen clients, immigration consequences have become an increasingly important consideration during the plea negotiation process. In post-9/11 America, a vast number of non-citizen defendants face the serious risk of deportation upon conviction for even minor offenses. The

number of non-citizens deported each year because of criminal convictions has grown exponentially over the years, from 1,978 persons in 1986, to a staggering 128,345 persons in 2009. See, 1997 Statistical Yearbook of the Immig. And Naturalization Service, <http://www.dhs.gov/xlibrary/assets/statistics/yearbook/1997YB.pdf>;

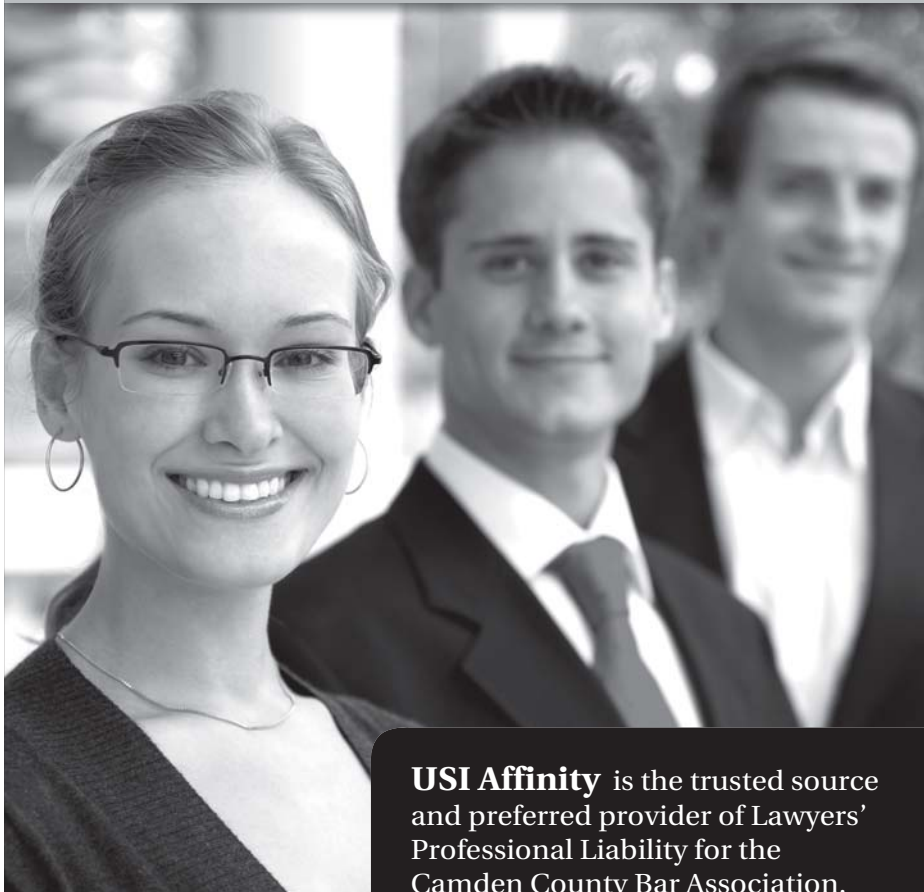
Immigration Enforcement Actions: 2009 http://www.dhs.gov/xlibrary/assets/statistics/publications/enforcement_ar_2009.pdf. In recognition of the harsh consequences deportation often inflicts on non-citizen defendants and the critical need for competent legal advice, the courts have begun to clarify standards of effective representation that must be followed by counsel when representing non-citizens in criminal matters.

The New Jersey Supreme Court most recently addressed the issue in State v. Nunez-Valdez, 200 N.J. 129 (2009). In Nunez-Valdez, the Court held that counsel rendered ineffective assistance to a non-citizen defendant by providing false and misleading material information concerning the deportation consequences of his guilty plea. Id. at 138. The defendant, who had lived lawfully in the United States for over eighteen years, pled guilty to fourth-degree criminal sexual contact with a minor upon the advice of counsel. Id. at 132-35. Counsel failed to inform the defendant that the crime to which the defendant pleaded guilty was an aggravated felony under 8 U.S.C. §1101(a)(43)(A), which mandated his deportation under 8 U.S.C.A. §1227(a)(2)(A)(iii). Nunez-Valdez, 200 N.J. at 142. Further, at least one of the defendant's attorneys told him that his plea to that offense would have no effect on his immigration status. Id. at 137-38. The defendant was later deported based on the criminal conviction following his plea. Id. at 131.

In its opinion permitting the defendant to withdraw his guilty plea, the Court defined the issue as "whether it is ineffective assistance of counsel for counsel to provide misleading, material information that results in an uninformed plea" where a non-citizen defendant faced deportation. Id. at 139-40. The Court stressed the necessity of a non-citizen defendant having a full understanding of the potential immigration consequences of a guilty plea, then concluded that, under the two-part test of Strickland v. Washington, 466 U.S. 668 (1984) as adopted by State v. Fritz, 105 N.J. 42, 58 (1987), defendant's counsel performed deficiently by misinforming him of the deportation consequences of his plea, and that but for counsel's errors, the defendant would not have pled guilty. Nunez-Valdez, 200 N.J. at 140-43.

USI AFFINITY

Lawyers' Professional Liability insurance
you can count on . . .
from a company you can trust!



USI Affinity is the trusted source and preferred provider of Lawyers' Professional Liability for the Camden County Bar Association.

To learn more please contact
Steve Chalout at
800.265.2876
or visit our website

www.usiaffinity.com



PROFESSIONAL INSURANCE SOLUTIONS

Continued on Page 19

Justice Complex

The Attitude of Gratitude

by Jill M. Tribulas

Gratitude. Sounds like the combination of the words “great” and “attitude,” doesn’t it? Gratitude can lead to a great attitude and a great attitude surely can leave one feeling quite grateful. I suspect the antithesis of gratitude would be regret. Regret is the worst sort of malady as there is no cure and like any infection, it tends to spread.

For a society that demands instant and immediate gratification we spend an awful lot of time worrying about the future and resuscitating the past. We pay so much attention to what was or what could be that we can’t see what’s around us now. I am afraid that I am going to wake up one day and realize I missed it. One day the kids will be grown, the house will be empty and the future won’t seem so far away anymore.

Two of the saddest words I can imagine are “*if only*.” “*If only* I paid more attention, more time, more mind to my spouse, my kids, my friends. *If only* I had called in sick instead of calling home from the office. *If only* I had expanded our horizons instead of just our bank accounts. *If only* I could do it all over again—I would appreciate them more.” There is nothing quite as sad as memories not made and love not shared. Top that off with the realization that the choices we made, way back when; choices that appeared to be good ones at the time, set us on a collision course with the phrase, *if only*.

But I have good news! Even though regret may not have a cure, it can be prevented. Just stop what you are doing right now. Hang up the phone; turn off the computer screen; stop texting. Take a deep breath and think about something that makes you smile and then say “thank you.” It can be said to no one or someone. It doesn’t matter. Just say the words. Then think of something else and say “thank you” again. Repeat. Once you are comfortable saying the words out loud find someone to try them out on. Thank an employee for showing up. Thank a spouse for not giving up. Thank your client for hiring you. Thank your boss for not firing you. Thank someone for something; just be sure the person you’re thanking is not yourself. That doesn’t count.

When you take your mind off the things you can’t change and can’t plan and focus on what you have right now, your chances of “missing it” will reduce dramatically. Your regret prognosis will greatly improve and once you sign that DNR on your past and finally bury it, you can move forward with the assurance that the words “*if only*” are no longer part of your vocabulary.

Researchers say it takes approximately 21 days to create or break a habit. If you start today you will make it by turkey day. Being thankful for what we have causes us to focus on the good things in our lives and that in turn puts us in a better mood. And that my friends, is the Attitude of Gratitude. Happy Thanksgiving!

Abo and Company, LLC

CERTIFIED PUBLIC ACCOUNTANTS / LITIGATION & FORENSIC CONSULTANTS

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.

Let us know if you:

- Need our technical experience and professional insight for projects on accounting, tax, auditing, valuation, investigative or litigation support;
- Need help with estate or trust tax returns;
- Would like us to confidentially assess your own personal tax situation or run multiple scenario tax projections for you;
- 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:

Martin H. Abo, CPA/ABV/CVA/CFF (marty@aboandcompany.com)

Patrick Sharkey, CPA/MST/CSEP (pat@aboandcompany.com)

PLEASE NOTE:
Our NJ Office
has relocated

New Jersey

307 Fellowship Road, Suite 202
Mount Laurel, NJ 08054

Phone: 856-222-4723 Fax: 856-222-4760

Pennsylvania

6 E. Trenton Ave, Suite 5
Morrisville, PA 19067

Phone: 215-736-3156 Fax: 215-736-3215



www.aboandcompany.com

Spinning My Wheels

Wouldn't You Really Rather Have a Buick?



By Andrew Kushner

Perceptions don't change overnight. The inherent value and goodness of, say a VW Beetle were not readily apparent to the American car buying public in the early 1950's when that car was first imported into the US in any volume. The same results for the French and Italians, although their manufacturers rarely attained the credibility of their German neighbors. Ditto for Japanese cars, which labored under an even greater perception that they lacked quality and originality when Toyotas and Datsuns first rolled off ships in the early 1960's. Likewise, the Korean's had their own problems when they first broke into the US market in the mid 1980's. No, it took years, and sometimes decades for foreign manufacturers to be perceived as building quality automobiles to the end that their value translated into respectable sales figures. Until the tipping point occurred, Americans by and large variously thought of the foreign brand as cute, curious, fragile or Spartan.

It was quite a turnabout then that starting in the mid 1970's many Americans began looking at their own country's offerings in the same manner as they had done with Asian and European cars not too many years earlier. Complacency, arrogance, labor strife, poor management and plain laziness conspired to bring down two of the big three auto makers less than two years ago and their Phoenix-like starting anew, with Chrysler, in the ultimate irony, having been kept on life support by its new owner, Italy's Fiat, which abandoned these shores 25 years ago leaving in its wake rusting car bodies and prematurely destructing drive-trains.

But it was General Motors that had the farthest to fall. Its once monolithic culture laid low, and five of its stable of brands consigned either to the scrap heap of nameplate history or sold to the only bidder brave enough to take a chance. What the new GM was left with as it emerged from bankruptcy last summer was four domestic nameplates: Chevrolet, Cadillac, GMC and Buick. Gone were Pontiac, Hummer, and Saturn which followed the once iconic Oldsmobile. Only Saab survives away from the GM nest and it remains to be seen whether it will take wing or not.

To us Americans, retaining Buick seemed like an odd choice. Tiger Woods' efforts notwithstanding, Buick's perception was that of an older, more sedate car than its sister Pontiac and the marquee seemed to offer little in the way of excitement or the prestige of Cadillac. What Americans probably didn't fully understand was that the brand name resonated fabulously with the largest emerging market in the world – the \$1.3 billion Chinese market which has made GM the best selling foreign manufacturer in the country with Buick selling over 2 million cars. As unlikely as this sounds, China views Buick through the lens of history when the car was known in 1930's China as a well made and prestigious automobile. Decades of closure to western markets embedded that attitude. With China's economy surging and automakers worldwide stumbling over each other to build factories to satisfy the country's insatiable need, GM found that it had a ready-made PR winner in Buick.

Buick's back from the dead tale is supported currently by two models: The Lacrosse, a mid-sized, near luxury sedan and the Regal, also mid-sized but meant to compete in the US with the Acura TSX, Lexus IS250 and Audi A4. High aspirations to be sure but the 2011 Regal has nothing in common with the last iteration foisted on the American public save its name. In fact, the new Regal is based upon last year's European Car of the Year, the Opel Insignia. Moreover, this year's Regal is also built in Germany along-side the Insignia, but for later model years the manufacturing will be moved to Canada-technically still foreign but built by "our kind" of foreigner: Those who speak English as their native tongue (mostly) and use the dollar (not ours) as their unit of currency.

The 2011 Regal CXL that I drove at Burns Buick GMC (and formerly Pontiac) in Mt. Laurel was a well equipped model with most every option on the sticker and it still maxed out at about \$31,000. This year the Regal is built with only one driveline combination: a four cylinder direct injection normally aspirated I4 hitched to a six speed automatic transmission. The engine produces 182 very usable bhp and the transmission is a fine match. Although I only spent about an hour with the car, I made sure that it spent the time both on freeway and around town roads to try to gauge its performance. Highway response was very satisfying. Even at 80 mph the six speed trans showed only 2500 rpm and there was little wind noise and even less engine noise on acceleration. On more local roads full throttle acceleration showed a bit of the plebian nature of the engine although, with my foot down, shift points occurred at 5000 rpm. The body did a good job of insulating the cabin from the business going on under the hood. Later in the model year Buick will offer the Regal with a 2.0L turbocharged engine producing 220 bhp. There is also talk of resurrecting the GS model complete with a manual transmission, the first one on a Buick in over 30 years.

As the Regal is a mechanical clone of the German Opel, the handling was astoundingly good for an upscale sedan. Turn in was sharp and lane changes at speed were secure without any feeling that the body was lagging behind the wheels. Bumps and tar strips were taken in stride by the Regal. While you won't confuse this car for an M3 BMW, you won't be tempted to think the old Buick either. MPG is estimated at 20 city and 30 highway. Not bad for a 3600 pound sedan!

Perhaps the clearest evidence that this new Regal has broken completely with the past is the interior. It was not that long ago that I spent a short spin in a Chevy Malibu. A giant step up from its prior generation but not quite rid of the old GM's ways of doing things. The Regal and LaCrosse (and Cadillac as well) demonstrate that the new GM is taking interior comfort and quality seriously. The soft touch materials almost everywhere were more luxurious and quality-based than any Buick I have ever seen. The placement of controls and switches, while a bit busy for my tastes, were properly labeled and ergonomically thought out as to their placement and function. Speaking of function, the dash sports a coolant temperature gauge. While this may be due to the car originating in Germany, I thank GM for keeping it on the dash

Continued on Page 10

Fall Frolic

Continued from page 1

3. Every Fall Frolic dollar is used to pay for the children's presents.
4. Your staff members will *really* appreciate receiving tickets.
5. Your pleasure will be at least doubled. Besides mixing and mingling with your colleagues and friends of the bench and bar, you will gain the satisfaction of contributing to what truly is a smile-producing day for so many delightful and deserving kids.

Thanks to the Coastline and YOU, this will be a great *FUN*draiser – fun for you and for the children who will benefit from your kindness. To help us, you can send a check to CCBF Fall Frolic, 1040 N. Kings Highway, Suite 201, Cherry Hill, NJ 08034. To pay by credit card or if you have questions, please call bar headquarters – 856.482.0620, or email Kathy at kmc@camdencountybar.org.



Maybe we can put a price on our reputation

Year	Referral Fees Paid In Excess Of
2010 YTD	\$270,000
2009	\$233,000
2008	\$239,000

Never Track A Referral Fee Again – We Really Pay
 ■ Aggressive Personal Injury Litigation ■

Where your client's referrals are always your referrals.

Call us today so we can discuss your firm's needs. Whether it be referrals, partnerships or joint ventures.

Attorney references available

Certified by the Supreme Court of NJ
 as a Civil Trial Attorney Referral
 fees paid pursuant to Rule 1:39-6d

Philadelphia
 1026 Winter Street
 Suite 300B
 Philadelphia, PA 19107
 Phone 215 . 426 . 4493

New Jersey
 900 North Kings Hwy.
 Suite 302
 Cherry Hill, NJ 08034
 Phone 856 . 414 . 0010



DiTomasoLaw

www.ditomasolaw.com

Spinning My Wheels Crossing Over

Continued from page 9

instead of the ubiquitous idiot lights for that function. There is an information display in the dash center that digitally duplicates the analog speedometer. Not being a fan of digital read-outs for speed or rpm, I question the need for this feature but that is a very small nit in an otherwise charming interior package.

I said that the CXL I drove was well equipped and that included 18" alloys with Michelin tires; a fully integrated NAV package complete with a BMW iDrive clone on the center console; power leather seats with contrasting color stitching and power lumbar support; automatic up/down power windows; and a Harmon Kardon DVD-based sound system. Quite a package.

The market has to digest the new Buick in the same manner that it did with Cadillac which, after almost 10 years of increasingly good product development, has brought its buying demographic age down and its "conquest" sales over high end European and Japanese cars up. That takes time and commitment. It seems GM in general, and Buick in specific, is dedicated to the type of change needed to end the public attitude that brought Buick low. Changing the perception of the buying public will take time, but to borrow PM Churchill's quote said in a very different context, "Now this is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning."

Look No Further!

Need space for depositions, mediations, meetings?

The Camden County Bar Association has two conference rooms available that are conveniently located and reasonably priced* with plenty of free parking.

Call or email Kathy for availability and pricing.
 856.482.0620 or kmc@camdencountybar.org.

Camden County Bar
 1040 N. Kings Highway
 Suite 201
 Cherry Hill, NJ 08034



* Reduced rates for CCBA members.



Judges, Law Clerks & Bar Members Adjourn to Party Chambers

The annual "Meet the Judges & Law Clerks" Reception attracted over 200 members of the bench and bar to the Camden County Boathouse on September 21st for an enjoyable evening of back to the bar year networking, camaraderie and introductions. The surroundings were beautiful, the crowd was lively and everyone enjoyed the evening. Invited guests included Judges and law clerks of the Superior Court, United States District Court for the District of New Jersey, and Workers' Compensation Court.



(l to r) Judge Holden, Lou Moffa, Judge Fox & Judge Orlando



(l to r) Warren Mabey, Judge Rodriguez, Judge Schuck & Steve Polansky



(l to r) Judge Blue, Judge Williams & Tina Bullock



(l to r) Marty Abo, Judge Snyder & Mike Berger



(l to r) Alex Gross, John Dougherty, Kenneth Burden & Dominic Spezial



(l to r) Kristyn Byrnes, CCBA President Linda Eynon & Judge Donio



(l to r) First place team: Greg Eutsler, Jim Herman, Brenda Eutsler & Herb Eutsler

Not So Picture Perfect Fall Weather Greets Golfers at Annual Autumn Scramble

The weather gods were not smiling on the Foundation as golfers arrived for the 18th Annual Autumn Scramble on October 4th. Despite a rainy, windswept course, our intrepid foursomes hit the course for a day on the links, all in search of the warmth of the 19th hole with cocktails, dinner and awards! Many thanks to these hearty golfers who braved the elements in support of the Foundation.

Special thanks go out to golf towel sponsors Rothamel & Bratton - Attorneys at Law and DuBois, Sheehan, Hamilton, Levin & Weissman, LLC; Major prize donors Asbell & Eutsler, P.A., Eisner & Fowler, and Tate & Tate Court Reporters; Sweet treats sponsor Ken Landis Tax Solutions; and all of our other prize and hole sponsors.



The Queen's throne with drivers (both of them)



Rob Petruzzelli claims the big prize (iPad) from Brenda Eutsler



(l to r) Linda Eynon & Women's Longest Drive Winner Jenifer Fowler

NJSBA Trustee Update

NJSBA Report

Continued from page 6

Goal of the changes: The proposal aims to foster diversity on the board and give a larger voice to members of its sections and committees in governance and policy decisions. There is no decrease in the number of county seats on the board. If the change is approved, county bars will have 22 of 49 seats, or 45 percent of the seats. If the plan is approved, sections and committees will have nine seats on the board, or 18 percent. At-large representatives would have eight seats on the board, or 16 percent.

The size of the governing body of other bar associations varies. The New York State Bar Association has 275 board members. There are 42 board members of the Maryland State Bar Association. The Massachusetts Bar Association has 80 board members, and the Pennsylvania Bar Association has 25 members on its board.

Sections/Committees: The state bar association has over 70 sections and committees that focus on substantive areas of the law, from animal rights to workers compensation. They and their members are the lifeblood of the association. The groups play a critical role in evaluating legislative issues and tracking developments in substantive areas of law. Demand for the seats is high; last year, 10 people applied for a single open seat where an incumbent was not seeking re-election. Adding two representatives from those groups would create more opportunities for the sections and committees to

have a voice in the leadership of the state bar.

Diversity: For the past 20 years, the state bar association has had seats designated for under-represented groups. Those groups include African-Americans; Hispanics; Asian-Pacific-Americans; people older than 70; and gay, lesbian, bisexual and transgender lawyers. However, there has been little movement in diversifying the other seats on the board. Expanding the number of at-large seats will expand from five to eight the opportunity for these and other under-represented groups to become involved in association governance.

Emeritus

What is proposed: The proposal raises to 45 the number of years required to qualify as an emeritus member of the New Jersey State Bar Association.

Goal of the change: These days, people are living longer and working longer, and the legal profession is changing the way it relates to its longest-serving members. At law firms around the country, officials are examining mandatory retirement with an eye toward doing away with the policies. And bar associations are also considering moving back the requirements of what it means to qualify as an emeritus member. Most lawyers start practicing when they're 25 and retire around 70 - a 45-year gap.

Welcome New Members

October 2010

Active (13)

Christine Sheridan Celia

Deasey, Mahoney, Valentini & North, Ltd
80 Tanner St.
Haddonfield, NJ 08108
856-429-6331
Fax: 856-429-6562

Cheryl A. Gorski, Esq.

Law Offices of Kenneth W. Landis
311 W. Cuthbert Blvd.
Haddon Township, NJ 08108
856-858-4150
Fax: 856-858-8616

Nicholas C. Harbist, Esq.

Blank Rome LLP
301 Carnegie Center, 3rd Floor
Princeton, NJ 08540
609-750-2991
Fax: 609-897-7442

Daniel O. Harrington, Esq.

Cozen O'Connor
457 Haddonfield Road
Liberty View, Suite 300
Cherry Hill, NJ 08002
856-910-5000
Fax: 856-910-5075

Jamie Hutchinson, Esq.

Helmer, Paul, Conley & Kasselmann, P.A.
111 White Horse Pike
Haddon Heights, NJ 08035
856-547-7888
Fax: 856-547-7797

Jennifer Iseman, Esq.

Law Office of Patricia Ronayne
644 S. Church Street
Mount Laurel, NJ 08054
856-273-2773
Fax: 856-234-5432

Morgan Kelly, Esq.

Dembo & Saldutti LLP
1300 Route 73
Suite 205
Mount Laurel, NJ 08054
856-354-8866
Fax: 856-354-0971

John E. Luby, Jr., Esq.

Law Office of John E. Luby
1330 North Black Horse Pike
Suite C
Williamstown, NJ 08094
856-875-5757
Fax: 856-875-5646

Eric Milavsky, Esq.

Brown & Connery, LLP
360 Haddon Avenue
Westmont, NJ 08108
856-854-8900
Fax: 856-858-4967

Michael J. Miles, Esq.

Brown & Connery, LLP
360 Haddon Avenue
Westmont, NJ 08108
856-854-8900
Fax: 856-9858-4967

Kurt David Raatzs, Esq.

McDowell Riga P.C.
46 West Main Street
Maple Shade, NJ 08052
856-482-5544
Fax: 856-482-5511

Christian M. Scheuerman, Esq.

Benari Law Firm, P.C.
One Greentree Centre
100,000 Lincoln Dr. East
Marlton, NJ 08053
856-988-5443
Fax: 856-831-7193

H. Benjamin Sharlin, Esq.

Weber Gallagher Simpson Stapleton & Newby, LLP
1101 N. Kings Highway, Suite 405
Cherry Hill, NJ 08034
856-382-1006
Fax: 856-667-9485

Limited Law Student (3)

Brandon R. Croker

753 Fremont Lane
Mount Laurel, NJ 08054
856-296-1040

Janis A. Eisl

621 Wynnewood Road
Ardmore, PA 19003
610-731-3354

Brian Michael Dibb

Rossetti & DeVoto, PC
20 Brace Road, Suite 115
Cherry Hill, NJ 08034
856-354-0900
Fax: 856-354-0920



PRESIDENT'S PERSPECTIVE

by Linda W. Eynon

Greetings from Scottsdale!

When this issue of the *Barrister* lands on your desk I will hopefully be in Scottsdale, Arizona, attending the New Jersey State Bar Association's Mid Year meeting. I hope to see a few familiar faces there.

As this is November, it is also election month. My "vote-by-mail" ballot will have already been mailed. While I know this is an off-year election, it is important to vote so your voice is heard. Our country is still experiencing tough economic times, which continue to trickle-down to our profession. Together with the advent of a new political "party" or block, the Tea Party, this should be an interesting election.

Fall is well under way for the Bar Association, the beautiful fall weather, and the Phillies playoff attempt and the Eagles! Unfortunately, the weather was not so beautiful the day of the Annual Autumn Scramble. Nevertheless, those who golfed had a great time and are to be congratulated for sticking out 18 holes in the cold rain. I

confess, I did wimp out! Many thanks to Co-chairs Brenda Eutsler and Alan Schwalbe for organizing this event.

I had the privilege of attending two special events in October. First, Bill Thompson from Archer & Greiner, was awarded the Professional Lawyer of the Year Award for Camden County in New Brunswick. This award is presented annually to members of the county bar and specialty bar associations who are respected by colleagues for their character, competence and exemplary professional behavior. Besides me, Larry Pelletier, Bill's wife Gretchen, and several firm members were present for this special occasion. I have known Bill for many years, and believe that he was an excellent choice. Congratulations to Bill on a well-deserved honor.

The other memorable event was the Gerry Award Dinner. This year, the award was presented to a very deserving recipient, the Honorable John E. Wallace Jr., (retired), in recognition of his many outstanding contributions to both the bench and bar, which exemplify the humanitarianism and spirit of Judge Gerry's life and career. This is especially meaningful for the Camden

County Bar, as Justice Wallace is a long time member and active supporter of our Bar Association. I had the honor of also presenting to Justice Wallace a Resolution from the CCBA in recognition of his retirement from the bench. We had the largest turn-out ever for the Gerry Award, with over 250 people attending. A special thank you to Judge Jack Mariano, Chair of the Gerry Award Committee and his committee members for planning this wonderful tribute to both Judge Gerry and Justice Wallace. I would also like to personally thank Steve Orlofsky for his many years of service as Chair of the Gerry Award Committee. It was through Steve's vision and work that this Award came to fruition; and I know he will continue to help honor Judge Gerry's memory as a member of the Committee.

This month is the Fall Frolic, to be held November 16th at the Coastline. All proceeds from this event go to fund the Public Benefits Committee's annual Christmas Party for children from Camden. Tickets are \$10, and drinks (due to changes in the ABC laws) are \$1. So please join us for this worthwhile cause and great networking event.

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 layoffs. 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.

WINE & FOOD

By Jim Hamilton

The recession is over!
The recession is over!! Such a pronouncement a month before elections was viewed skeptically by some, particularly those who still are reeling like a boxer sustaining a barrage of body blows. While perhaps we have ducked the knock-out punch, benefiting like a fighter in the corner by a stimulus more potent than smelling salts, consumers still seem to be staggering from the deep and enduring aftermath of one of the few meltdowns not attributed to global warming.

As consumer confidence indices remain anemic, retailers of all shapes and sizes attempt to attract buyers by offering value. Wine shops, selling a product that for most people is not a necessity, continue a trend that began years ago of searching out bargains to offer customers who still want to incorporate wine into their lifestyles.

I polled a few area wine buyers to see what they might be selling, or hoping to sell, as the recovery from the great recession (lower case intended) proceeds snail-like forward with seemingly more backward steps than a rumba dancer. Phil Brown at Wine Legend on Rt. 70 in Cherry Hill shared his thoughts. Phil advises that particularly when buying for personal consumption, his customers have, indeed, become more value conscious. Those who in better times would buy a case of wine at an average bottle cost of \$20 now are looking for wines in the \$12 to \$14 price range. Phil notes that as in the California wine scene, here at home, "cheap is chic." According to Phil, the best value priced wines come mostly from Spain, South America and Portugal, where production costs are lower but wine technology has advanced to levels comparable to California.

Phil says that the Wine Legend philosophy is to beat the competition's prices on all popular brands, while also offering carefully selected wines at deep discounts. Phil feels that by offering customers the opportunity to buy wines with which they are familiar at a savings, but also being able to provide alternatives that, while

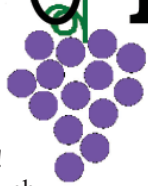
unknown to the customer, are wines in which the store has confidence broadens the spectrum of value priced wines accessible to today's wine consumer.

Joe Huber of the Canal's store on Rt. 38 in Hainesport reports that customers will be able to take advantage of plenty of deals this holiday season due to the worldwide surplus of wine. Joe observes that except for a few cult wines, bargains will abound from all reaches of the wine world. Joe suggests that people wanting to buy California wines look for those selected by former Pennsylvania Liquor Control Board chairman, Jonathan Newman. Jonathan's approach is to buy wines from some notable, high end Napa and Sonoma properties and re-label them to sell for less than half the price they otherwise might have commanded if there were a market for them. As discussed in a prior column, many producers are loath to depreciate the value of their "brand," and so they are finding other ways to sell the fruits of their effort in a value-driven marketplace.

Joe also feels that as the Euro has lost the value it gained against the dollar before the financial crisis, wines from European countries using that currency such as France, Italy, Spain and Germany are available at the best prices in years. Since the 2009 vintage in much of Europe is shaping up to be a quality one, there will be opportunities for earlier vintages to be sold at a bargain. As one example, Joe now sells a 2008 Pinot Grigio from Italy for only \$5.49; it was originally released to sell at \$15.99 retail.

We have discussed in the past how producers are enabling wine drinkers to find value by selling wines more cheaply than just a few years back, and how distributors are cutting prices to move inventory,

Continued on Page 18



CONIGLIO FAMILY & SPORTS CHIROPRACTIC
FREE Telephone Consultation
468-4200 • 1144 Mantua Pike • Mantua
 "Best of South Jersey" for over 8 years
 Offering Gentle Expert Care • 16 Years Experience
Spinal Whiplash Pain Requires Serious Care


 Dr. Barry Coniglio


 Accepts Most Insurance


 Dr. Scott Aumenta

www.greatspine.com



ANDRES & BERGER

Award-Winning Certified Civil Trial Attorneys

Reputation and Results

With over 60 years of experience serving Southern New Jersey, the law firm of Andres & Berger, P.C. is recognized as one of the leading firms whose practice is limited to medical malpractice and personal injury litigation.

Top 100 New Jersey Super Lawyers
New Jersey Monthly

Preeminent Lawyers (AV rated)
Martindale-Hubbell

The Best Lawyers in America
Woodward/White, Inc

Referral of malpractice and personal injury claims involving significant permanent injury or death are invited from members of the bar and referral fees are honored pursuant to Rule 1:39-6(d).

264 Kings Highway East | Haddonfield, NJ 08033
t. 856.795.1444 | www.andresberger.com

Law Practice Management

Why Firms Should Develop a Strategic Plan

10 Steps to High Impact Networking

By Kimberly Alford Rice



(Part 2 of 2)

In our first installment, we examined the first five mandates to effective networking. What follows are some additional thoughts as well as a list of behaviors which should be avoided.

1. **Always Wear a Name Tag – on the “Right” Side.** This is a crucial step because it’s the easiest way to make introductions, get noticed and be more approachable. People want to know who you are and what firm you represent. A name tag helps them ask you questions and remember your name later. Be sure to place the name tag on your RIGHT lapel so it is easily visible when shaking hands (not many people consciously do this, but it’s important). As women, we must plan ahead regarding wardrobe choices on event day. You will need to either wear a blazer or have some type of lapel for the name tag to clip or pin to.
2. **Fly Solo.** Meeting new people is stressful and difficult for many folks. Attending a networking event with a friend or colleague makes it less likely that you will make the effort to meet someone new unless you agree to separate once you’ve arrived at the event. It is important to step outside your comfort zone by not hanging out with people you already know. To meet up periodically to make introductions to others is an effective way to use the buddy system. Otherwise, you should go it alone.
3. **It is Better to be Interested than Interesting.** Though there are occasions when it is appropriate to be the “life of the party,” business networking events are not the place. To take steps to develop new clients, you want to focus in on qualified prospects and learn as much as you can about their business, their challenges, and how you may be able to help them. None of this may be accomplished if you are doing most of the talking. The general rule is that if you are talking more than 10% of the time with a new contact, it is too much and you are not learning. You want to spend your time listening to the other person talk about herself/her company,

and concentrating on asking specific, open-ended questions in an effort to learn as much as possible. The focus should be on cultivating a relationship and creating a reason to call or write them to schedule a follow-up meeting or lunch.

4. **Exit Strategy.** As a general rule, you should not spend more than 5-7 minutes with each person you meet. Even more reason to be prepared and strategic in your networking approach. Everyone attending is doing the same thing, so it’s best to keep moving. Having said that, it can sometimes be awkward separating and moving on. Here are a few tips:
 - Excuse yourself to make a phone call.
 - Excuse yourself to refresh your beverage.
 - Introduce your party to the host or someone you know.
 - Do not excuse yourself to “go to the bathroom.”

In his article “Top 100 Tips for Working a Room,” Jeffrey Horn suggests an easy strategy to follow may look something like this:

“Well, I don’t want to take up too much of your time. I am sure you have other people you would like to speak with, as do I. I would like to continue our conversation so let’s plan to get together. I’ll give you a call next week.” Simple and direct.

5. **Follow up. Follow up. Follow up.** This is why you attend networking events – to extend the connection and cultivate meaningful relationships. From your conversations, figure out the best way to follow up with a contact and do so within 3 days after the event.

One of the forms of follow up which delivers “high impact” is with the handwritten note on personal stationery. In the era of quick-and-easy email, a handwritten note packs a punch. The act of taking the time to write a note creates enormous impact, and it’s the kind of impact you want to create in your business development efforts and new relationships.

The note does not need to be long but only to iterate how good it was to meet and chat with the individual, and extend the offer to help her in her business in whatever way you can.

The note may be followed up by a phone call or invitation to meet. Be sure to add new connections to your prospect sheet/contact list.

It is crucial to stay on your prospects’ radar and it typically takes 7-10 encounters or “touches” for someone to really remember you for something. (This is a topic for another marketing piece.)

Nevertheless, it is important to remember the “WIIFM” rule when you do follow up. This stands for “what’s in it for me?” Everyone needs something in their personal and professional life. Hone in on what kind of help a contact needs and find a way to provide it to them, in some small way. You may start simply by passing along the name of someone who can provide a service which they need, like a great financial planner, for example. You want to make the impression that you are helpful and genuinely care for others.

Reaching to the other end of the spectrum, below are a few things you should *never* do in networking situations:

- Look over your networking partner’s shoulder or around the room as you are speaking to him/her.
- Sit or stand next to friends or colleagues at an event, if at all possible.
- Focus on the food/beverage. Business events are not about the food/drinks, but instead about cultivating relationships.
- Forget or place your business cards in “hard to reach” places.
- Neglect to introduce someone to the person with whom you are presently speaking.
- Hold your beverage in your right hand. When you extend your hand to shake a new acquaintance’s, your hand will be cold and wet.
- Complain and/or criticize anything or anyone (host, event planner, your employer, etc.).
- Eat/drink difficult food/beverages (i.e. garlic, broccoli, spinach, popcorn, coffee, etc.).
- Talk about personal matters.

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.



Preparation Makes Perfect



By Michael V. Madden

Sitting here writing this article, I am giddy with excitement. After serving as the Phillies ace all season, Roy Halladay just pitched a no hitter against the Cincinnati Reds in his first ever post season start. For eleven years Halladay pitched his heart out trying to reach this moment and, when he finally got the opportunity, he delivered. He stepped up to the mound and he pitched nine scoreless innings in what will easily be remembered as one of the best pitching moments in baseball history.

As a young attorney, we can learn a lot from watching Roy Halladay. Although Halladay is arguably the best pitcher in baseball, he didn't achieve that success overnight. From the moment he decided to become a big league pitcher, he practiced and prepared in sharpening his skills. From the moment a young attorney graduates law school and sits down at a new job, practice and preparation become the keys to a successful career. Just like pitching, an attorney doesn't become great simply because she passed the bar. This reality hits most young attorneys square in the face as they walk into Court for their first oral argument or sit down to take their first deposition. It is at that moment, that we realize how much we don't know. Let the shelling begin.

Fortunately, most, if not all of us, make it out of those difficult situations and quickly learn from our mistakes. From a personal standpoint, I quickly learned that, as a young attorney, you could never be too prepared. Preparation is not only knowing your case and the law applicable to the legal issues but also includes understanding your adversary and the Court where your case is venued. Preparation is understanding your clients' concerns and making sure they are fully aware of how you intend to proceed. Preparation is asking questions to ensure that you are on the right track as the partner you work for and the client trusting you. Preparation is being prepared for anything.

The best thing about preparation is that it makes you a better attorney. Preparation increases your confidence and your ability to advocate successfully for your client. For young attorneys, preparation leads to increased participation and the handling of a client's case. In its simplest sense, just as Halladay's preparation led him to an awesome major league pitching career, proper preparation by a young attorney prevents poor performance and paves the way for a successful legal career. If you're going to live by one rule – always be prepared!

Adopt-A-Family For the Holidays

Continued from page 1

In addition to gifts, we are also asking that you include enough food for Christmas dinner. The amount you spend is up to you, and everything is appreciated.

St. Joseph's Pro Cathedral Church helps needy families throughout the year, regardless of creed, and your generous support will help brighten the holidays for those most in need in our community. We are thrilled to be working with St. Joseph's again this year, and look forward to meeting or surpassing our goal of 100 adopted families.

We urge all Bar members to consider adopting a family in 2010 either through their firm or individually. Your participation is guaranteed to make you feel wonderful, and it's tax deductible!

Refer to the flier included with this month's inserts for contact information for adopting YOUR family, and thank you!

Young Lawyer Corner

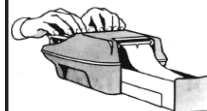
Specialized MEDIATION/ARBITRATION

CONSTRUCTION: CONTRACT
DESIGN PROFESSIONAL E & O
CONSUMER FRAUD

I. Michael Heine, Esq.
Experienced • Savvy • Results

(856) 489-0060

www.heinesolutions.com



CAMPISE REPORTING, INC.

Certified Shorthand Reporters

273 WEST MAIN STREET • MOORESTOWN, NJ 08057

E-Mail: CampRep@aol.com

Phone: (856) 234-6646 • Fax: (856) 778-8933

www.campise.com

DEPOSITION SPECIALISTS

SERVING THE NEW JERSEY BAR SINCE 1960

VERDICTS IN THE COURT

Superior Court of New Jersey

VERDICT: Liability Verdict: 100% Defendant;
Damage Verdict: \$50,000 Plus
Interest (9/1/10)
Case Type: Contract
Judge: Steven M. Holden, J.S.C.
Plaintiff's Atty: William Dimin, Esq.
Defendant's Attys: Steven Forman, Esq.
L-5423-07 Bench

VERDICT: No Cause (9/3/10)
Case Type: Auto Negligence
Judge: Michael J. Kassel, J.S.C.
Plaintiff's Atty: David Karbasian, Esq.
Defendant's Atty: Lawrence Berger, Esq.
L-1601-08 Jury

VERDICT: No Cause (9/8/10)
Case Type: Auto Negligence
Judge: Michael J. Kassel, J.S.C.
Plaintiff's Atty: Michael Sheridan, Esq.
Defendant's Attys: Laurie Tilghman, Esq.
L-1210-08 Jury

VERDICT: Liability Verdict: 100% Defendant;
Damage Verdict: \$18,684.63
(9/8/10)
Case Type: Contract
Judge: Steven M. Holden, J.S.C.
Plaintiff's Atty: John Wilson, Esq.
Defendant's Atty: John Takacs, Esq.
L-10996-05 Bench

VERDICT: No Cause (9/15/10)
Case Type: Personal Injury
Judge: Steven M. Holden, J.S.C.
Plaintiff's Atty: Scott Goldberg, Esq.
Defendant's Atty: Michael David, Esq.
L-775-08 Jury

VERDICT: No Cause (9/17i/10)
Case Type: Auto
Judge: Robert G. Millenky, J.S.C.
Plaintiff's Atty: David York, Esq.
Defendant's Atty: Charles Blumenstein, Esq.
L-6018-07 Jury

VERDICT: Liability Verdict: 100% Defendant;
Damage Verdict: \$100,000
(9/21/10)
Case Type: Book Acct
Judge: Frederick J. Schuck, J.S.C.
Plaintiff's Atty: Peter Rhodes, Esq.
Defendant's Atty: George Horiates, Esq.
L-6278-08 Bench

VERDICT: No Cause (9/22/10)
Case Type: Auto Negligence
Judge: Louis R. Meloni, J.S.C.
Plaintiff's Atty: Allen Littlefield, Esq.
Defendant's Atty: Lawrence Berger, Esq.
L-228-08 Jury

VERDICT: No Cause (9/23/10)
Case Type: Law Against Discrimination
Judge: F.J. Fernandez-Vina, P.J.Cv
Plaintiff's Atty: David Patterson, Esq.
Defendant's Atty: David Garland, Esq.
L-3263-07 Jury

VERDICT: Damage Verdict: \$50,000
(9/24/10)
Case Type: 603
Judge: Frederick J. Schuck, J.S.C.
Plaintiff's Atty: John Pumphrey, Esq.
Defendant's Atty: Michael David, Esq.
L-1171-09 Jury

VERDICT: No Cause (9/27/10)
Case Type: Personal Injury
Judge: Michael J. Kassel, J.S.C.
Plaintiff's Atty: Steven Friendman, Esq.
Defendant's Atty: Lawrence Vecchio, Esq.
L-4409-07 Jury

NEW! **2010 Encyclopedia of
New York Causes of Action:
Elements and Defenses**

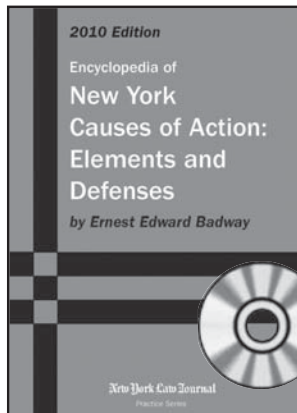
by Ernest Edward Badway

**New for 2010! Includes New Chapter on
Family and Matrimonial Causes of Action**

PERFECT FOR ANY LAW LIBRARY
SOLO Practitioners, Small firms. Save time
analyzing client problems and preparing
pleadings by pin-pointing the starting point
of an action before employing more costly
research.

Managing Partners, Litigation
Departments. Bring associates up to speed
quickly. Reduce training time and expense
in preparing briefs and pleadings. Reduce
research expense.

- Over 450 Causes of Action
Arranged into 17 Sections, including:
- Agency or Fiduciary Causes Of Action
- Attorney and Legal Services
Causes Of Action
- Banking, Commercial Paper and
Creditor Causes Of Action
- Constitutional Causes Of Action
- Contract Or Quasi-Contract
Causes Of Action
- Corporate And Partnership
Causes Of Action
.....And More!



\$169.95

New York Law Journal

Order online at lawcatalog.com/nycoa or by calling 800-517-9871.

MEDIATION/ARBITRATION



Hon. Michael Winkelstein (retired)

Former Civil Division Presiding Judge, Assignment Judge,
and a Presiding Judge of the Appellate Division
AAA Roster of Neutrals

COOPER LEVENSON
ATTORNEYS AT LAW

www.cooperlevenson.com • 609.572.7550
Cherry Hill and Atlantic City Offices

DAVID C. EPLER, ESQUIRE HIGH RIDGE MEDIATION CENTER

856.627.3200

dceplerlaw@aol.com

Providing Family Mediation Services

- Custody/Parenting Time Agreements
- Memoranda of Understanding
- Property Settlement Agreements
- Pre-Nuptial & Cohabitation Agreements

ALSO AVAILABLE TO ACT AS REVIEW ATTORNEY



Lloyd Freeman, Esq. of Archer & Greiner was honored as a Young Business Leader at the Howard University School of Business 40th Anniversary Awards Gala in Washington, D.C. on October 7. A 2004 graduate of the Howard School of Business, Mr. Freeman will also be included in a special 40th anniversary publication featuring outstanding alumni.

Attorneys **Trevor J. Cooney, Douglas Diaz** and **Stephanie J. Zane** have been named Partners of the law firm of Archer & Greiner, P.C. The three new Partners are based in Archer & Greiner's Haddonfield office, and represent a diverse base of clients in a variety of practice areas. They were formerly Associates at the firm.

Archer & Greiner P.C. announced that **Peter L. Frattarelli** has been named Chair of the law firm's Labor & Employment Services Department. Mr. Frattarelli has been an attorney with Archer & Greiner since 1997 and became a shareholder of the firm in 2002. With nearly two decades' legal experience, he

represents major employers in a wide range of labor and employment legal matters, encompassing both counseling and litigation. He is admitted to the Bar in New Jersey, Pennsylvania and Delaware.

Eric G. Fikry, Esq., of Blank Rome LLP, served as a panelist at the Pennsylvania Bar Institute's Gaming Law Update on October 7 in Philadelphia. Mr. Fikry practices in Blank Rome's Philadelphia and Princeton offices and concentrates his practice in the area of commercial litigation with a particular emphasis on representing clients in the gaming industry.

William P. Isele, Esq. has been named to the Board of Trustees of the New Jersey Hospice and Palliative Care Organization (NJHPCO), a nonprofit public service association that promotes the use of hospice and palliative care at the end of life. Mr. Isele, Of Counsel to Archer & Greiner, P.C., in the firm's Princeton office, begins a three-year term in January 2011 with the organization, a leading advocate for better end-of-life care for New Jerseyans.

STEVEN R. NEUNER

Business Bankruptcy Specialist

THE EXPERIENCE YOU NEED
& YOUR CLIENTS DESERVE

- ~ 20 Years Experience
- ~ ABBC Certified Business Bankruptcy Specialist
- ~ Chapter 7 Trustee since 1987

Available to help with all bankruptcy or debt relief problems: Business or individual; debtor or creditor; Litigation, divorce-related and complex matters invited.

ALL CLIENT RELATIONSHIPS PROTECTED

856.596.2828

sneuner@nv-njlaw.com

A-1 Courier Service



When Tomorrow is To Late

Business to Business
Legal Messenger
Subpoena Service
Medical & Lab

2 Split Rock Drive - Suite 5
Cherry Hill, NJ 08003
Phone 856-424-8393
Pager 856-962-3825

24 Hours 7 Days
Same Day Service

www.A1SJ.com

Brian Lane
President

Wine & Food

Continued from page 14

thereby also benefiting the consumer. These buying opportunities should continue to present themselves in the coming months for those who are vigilant or simply are in the right store at the right time. However, another avenue for wine drinkers seeking favorably priced wines to explore is to look to wine producing regions that are near to, but not within, the areas enjoying more favorable standing within the wine community.

This is by no means a new strategy to savvy wine drinkers, but one that perhaps is being given more consideration by those who previously spent more. Examples of this exercise of fiscal restraint abound. For example, even the casual wine drinker may have heard of Chateaufeuf du Pape, an area of justifiable wine fame in France's Southern Rhone region. While prominent producers' wines command, or at least seek, prices outside the comfort level of most consumers, the region outside the limited area entitled to be called Chateaufeuf du Pape affords the educated wine buyer with an array of best buy wines, many of which are made by talented producers who also make Chateaufeuf du Pape. There remain many of these Côtes du Rhone wines from the highly regarded 2007 vintage on the shelves or in the bins of local wine stores.

Another example of this buying down/buying smart strategy is in Italy's Piedmont region. Piedmont is famous for many things, truffles certainly among them, but in the world of wine, Nebbiolo grapes from the communes of Barolo and Barbaresco can be true highlights. These wines now fetch prices that can make them hard to swallow for wine drinkers even in the best of times, so they are a tough sell in this depressed economy. However, if you like Nebbiolo, you do not necessarily have to forsake it for budgetary reasons. One approach is to buy wines from within the broader region of Piedmont known as the Langhe. As in Chateaufeuf du Pape, you may even find these "Nebbiolo Langhe" wines were fashioned by talented winemakers

from famous Barolo or Barbaresco estates. A second more affordable source of Nebbiolo wines from this region is the more northern area known as Ghemme. Once again, because the wines do not enjoy the same reputation, they usually won't command comparable prices.

Let us talk about what probably is the most famous wine region in the world – Bordeaux. This area of land in the southwestern part of France long has been a reference point for quality wines, with its "Left Bank" featuring Cabernet Sauvignon and its "Right Bank" offering wines fashioned from mostly Merlot and/or Cabernet Franc grapes. While the Bordeaux market has been squeezed like most others selling wines that to most people are an extravagance, there are values to search out.

Bordeaux is a region of celebrated communes and estates on both sides of the Gironde River (hence the "bank" references). However, the broader region features cheaper land and wines of less prestige, a formula for potential wine bargains. The so called "satellite" regions are one source of affordable Bordeaux. Many of the better satellites are located in the Right Bank region, and include Côtes de Bourg, Côtes de Blaye, Côtes de Castillon, Lalande-de-Pomerol, Fronsac, Canon-Fronsac and Ste.-Foy-Bordeaux. The left bank has regions to plumb as well, such as Molise and Listrac and the generic Medoc and Haut-Medoc areas north of Bordeaux's hallowed ground.

A second option for fiscally conservative Bordeaux hunters may be to find a quality producer of the broadly designated wines entitled simply to be called Bordeaux or Bordeaux Superieur, or to venture into the southern parts of the region to the vast area known as Entre-deux-Mers. While all wine buys require some knowledge, advice or faith, the broader the region from which the grapes are sourced, the more careful the buyer likely needs to be. Still, if you are disappointed with your purchase, you should be able to take solace in the fact that your investment was minimal.

LEGAL LINE TO CRIMINAL COURT LAW

So Long, Summer

Continued from Page 7

The Court's narrow framing of the issue in Nunez-Valdez left open the question of whether a non-citizen defendant could succeed on a claim of ineffective assistance of counsel where, instead of providing false or misleading material information, counsel remained silent concerning the immigration consequences of a guilty plea. See e.g., State v. McIntyre, 2009 N.J. Super. Unpub. LEXIS 2689 (defense counsel made no affirmative misrepresentation and, thus, did not depart from the Nunez-Valdez standard); State v. Leon, 2010 N.J. Super. Unpub. LEXIS 1885 (Nunez-Valdez lends no support where there was no testimony that defendant had been misinformed by trial counsel as to the immigration consequences of accepting a guilty plea). By limiting the holding of Nunez-Valdez to cases involving affirmative misrepresentations of counsel, New Jersey defense attorneys arguably could have satisfied their duty to provide effective representation to non-citizen clients by remaining silent on that matter following the provision of the meager warning contained in the standardized plea form.

However, the recent decision of the Supreme Court of the United States in Padilla v. Kentucky, 130 S. Ct. 1473 (2010), addressed the very issue of counsel providing no definitive advice and made clear that criminal defense attorneys now have an affirmative duty to advise their non-citizen clients of the immigration consequences of a guilty plea.

In Padilla, the defendant, who resided lawfully in the United States for over forty years, faced deportation after pleading guilty in Kentucky to transporting a large amount of marijuana in his tractor trailer. *Id.* at 1475. Prior to his plea, counsel did not inform the defendant that his plea to a distribution offense virtually assured his deportation under 8 U.S.C. §1227(a)(2)(B)(i). Padilla, 130 S. Ct. at 1475. Instead, counsel incorrectly advised the defendant that he "did not have to worry about [his] immigration status since he had been in the country for so long." *Id.* at 1475-76. The Court found that counsel's failure to advise his client about deportation "clearly satisfied" the first prong of the Strickland analysis and remanded the case to the Supreme Court of Kentucky to determine whether the defendant was prejudiced by counsel's deficient representation. Padilla, 130 S. Ct. at 1484, 1487.

Justice Stevens, writing for the majority, went further than simply addressing the affirmative misinformation and clarified the duty

of criminal defense attorneys who represent non-citizen clients at pleas, finding that counsel has an affirmative duty to discuss the immigration consequences of a guilty plea with non-citizen clients. *Id.* at 1484. In a nod to the clear complexities of immigration law, Justice Stevens wrote, "[w]hen the law is not succinct and straightforward . . . a criminal defense attorney need do no more than advise a non-citizen client that pending criminal charges may carry a risk of adverse immigration consequences." *Id.* at 1483. But when the deportation consequence is "truly clear" the attorney has a duty to properly advise his client that deportation is a consequence of the plea. *Id.* Failure to do so satisfies the first prong of the Strickland analysis that counsel was ineffective. Padilla, 130 S. Ct. at 1484.

Accordingly, under the post Nunez-Valdez/Padilla landscape, silence is no longer even arguably golden and ignorance is definitely not bliss when representing non-citizen defendants. Therefore, criminal defense attorneys who represent non-citizens must be sure to familiarize themselves with the immigration consequences of guilty pleas in order to provide effective representation. This may seem a daunting prospect in light of the enigmatic nature of Immigration law, where deportation may turn on any number of factors, such as the actual sentence imposed by the court, the range of sentencing available for a particular offense, the length of time between lawful admission and the commission of the offense, or the factual basis of the offense.

**Make YOUR association
work for you!**

**GET INVOLVED
IN A COMMITTEE.**



LARGEMOOR FILM SERVICE INC.
LEGAL FORENSIC PHOTOGRAPHY

Providing expert photographic services for crime scenes, accident scenes, video depositions, day-in-the-life videos, personal injury, expert reports & displays.

Mention this ad for CCBA discount!

LARGEMOOR FILM SERVICE INC.
128 N. Sixth Street ~ Camden, NJ 08102
Tel: 856.963.3264 — Fax: 856.963.2486
email: largemoor@aol.com — www.largemoor.com

When it comes to Alternative Dispute Resolution, there is no substitute for experience...

16-Year Judicial Career • Presiding Judge, Chancery Division and Probate
• Presiding Judge, Civil Division • Superior Court of New Jersey, Camden County
26-Year Private Practice • Successful litigator in a highly diversified practice

Judge M. Allan Vogelson (Ret.)

Mediation • Arbitration • Case Management • Special Master
Neutral • UM/UIM • Investigations • Hearing Officer
State and Federal Mediation and Arbitration Qualified

PARKER McCAY
ATTORNEYS AT LAW

VISION | KNOWLEDGE | RESULTS

Contact M. Allan Vogelson, P.J.S.C. (Ret.) at 856-985-4060
or email avogelson@parkermccay.com.

Marlton, NJ | Lawrenceville, NJ | Atlantic City, NJ

WWW.PARKERMCCAY.COM

CLASSIFIEDS

To SCHEDULE your classified or display advertising,
call KATHY CAIRA AT 856.482.0620
Email kmc@camdencountybar.org
OR FAX COPY TO 856.482.0637

PER DIEM & REFERRALS

ATTENTION ATTORNEYS

Attorney with 18 years experience available for Motion work, legal research, depositions, and court appearances. Call Miles Lessem, Esq. at 856.354.1435

PER DIEM RESEARCH & WRITING

Rutgers Graduate and former Law Clerk with 10 years experience is available for research and writing per diem assignments. Call Cynthia Sozio, Esq. at 856.562.0632 or email: jsozio@comcast.net

REFERRALS INVITED

Attorney with 25 years of Appellate experience invites referrals. Available for arbitrations & per-diem work. R. 1:40 Mediator. Richard C. Borton, Esq. www.bortonlaw.com 856.428.5825

OFFICE SPACE

PENNSAUKEN OFFICE SPACE

Accumulate equity, not rent receipts. Well known and visible location. Professional home/office with 1,000+ square feet of office space, minutes from courts in Camden and Philadelphia. Great tax deduction also. Call John P. Virgilio, 856.665.6404

CHERRY HILL OFFICE SUITE

Ideal location on Kresson Rd., close to Haddonfield and major highways. 672 square feet consisting of two private offices, secretarial and client waiting area, and supply closet. Conference room available. Partially furnished. Rental \$675.00 per month plus share of taxes and utilities. Lawyers building. Title Company on premises. Off street parking. Call 856.428.9111 and speak to Jim or Nancy

PRIME OFFICE SPACE, ROUTE 70 CHERRY HILL

800+ sq ft, private offices, secretarial areas together with shared use of conference rooms and reception area. On site parking. 856.424.7800

PROFESSIONAL OFFICE AVAILABLE

Furnished Office Available. Downtown Medford in the Union Professional Building. Perfect for solos. Includes secretary space, private bath. Shared office space with other lawyers, access to conference room, copier, kitchen, waiting area. Off-street parking. Call Ann 609.714.0600

FOR SALE - AUDUBON

Professional office building on White Horse Pike in Audubon. Great location. Ideal for satellite offices and/or law firm. All new inside and out. Private parking lot. Terrific 1031 Exchange property. Contact Janice at 609.519.9595

MOUNT LAUREL OFFICE SPACE

Shared office arrangement, 1300 Route 73 Class A Building in great location, near Turnpike and 295. 2 offices available plus secretarial space, shared use of 3 conference rooms, reception area, break room, etc. Perfect for solo practitioner or small firm. Available immediately.

Please call Jackie Owens, 856.505.1700

TURNERSVILLE

Immediate office space for rent. Looking for an attorney. 2 private offices plus reception area and a 900' Conference room. Stunning decor. Rent negotiable. Please call 856.875.0700

VOORHEES OFFICE SUITE

FOR SALE OR RENT Located on White Horse Rd. Two adjoining law office suites totaling 5,000 sq. ft. or divisible to 2,200 sq. ft. and 2,800 sq. ft. Situated in a Professional Office Complex with ample parking. Includes 3 bathrooms, several (9-10) roomy offices, conf. room, law library, waiting area, etc. Space is divisible in any dimension for rent or shared space. PRICED AND EAGER TO SELL OR RENT. Contact Dimitrios at 856.816.1888 or at dkolovos@aol.com

—If we can't find you, we can't send you the Barrister, important notices and updates, either by snail mail or electronically, when you move or change firms and don't let us know. Please call Kathy at Bar Headquarters (856.482.0620) when your contact information changes so we can keep our membership database up to date.

— The CCBA offers FREE advertising on its website for members who are looking to fill a position or who are looking for a position. Go to www.camdencountybar.org to see what positions are available, or to see who is looking for a position. Email your posting to lbp@camdencountybar.org or fax it to 856.482.0637.

— The CCBA has a number of benefits to save you money and make the practice of law easier. From exclusive CCBA discounts from our Partners in Progress to savings on clothing at Jos. A. Bank and Brooks Brothers to Hertz rental cars, we can save you money. Check out our website for ALL of the benefits that add value to your CCBA membership.

— The CCBA can provide a place for depositions, mediations and small meetings. Our Bar Headquarters conference rooms are conveniently located, reasonably priced and offer plenty of free parking, seating for 25-30, and refreshments for an additional charge. Let us help with your meeting space needs. Contact Kathy for availability at 856.482.0620 or email your request to kmc@camdencountybar.org.

Did You Know?



CCBA ...
Your TRUSTED
source for MCLE.

Sonya M. Mocarski, MS

Board Certified:
Vocational Expert & Disability Analyst

Vocational Earnings Assessment
Medical Case Management
Life Care Planning & Critique

25 Years Experience

Diversified Rehabilitation & Consulting, Inc.

P.O. Box 787, Atco, NJ 08004
(Berlin Office)
856-753-1792/ Fax: 856-753-7118
smmocarskidrc@comcast.net

Surviving the Financial Hurricane

By Sonia Gallagher

We are in the middle of a financial hurricane. As I was reading a legal newsletter the other day, I was once again reminded of this scary thought. It seems like every other month, more law firms are closing and more attorneys are losing their jobs.

The financial state of this country affects all professions, including lawyers. Because of this, you've got to put your "A" game on more than ever. What do I mean?

I don't mean you've got to win more cases, write better motions or appeals, and be more assertive in court. These are all bare requirements to merely survive as a lawyer. They are expected of you, after all.

To make your law firm truly thrive and be on its "A" game right now, you've got to think outside the box, be innovative and creative, and set yourself apart from the competition.

How do you do this?

Here are 3 key activities you should be doing to make sure your law firm thrives this year. Each of them focuses on one aspect of client development and rainmaking. You should be doing these things with a specific action plan, set timelines, and measurable goals in mind.

Networking. Networking gains you referrals. The key benefit to networking is growing your list of contacts. While growing your list of contacts, you are also included in more of others' list of contacts. This increases your chances of getting referrals AND of building strategic alliances with other lawyers and professionals. Plus, it expands your social circle, allows you to make more friends, and can be a very nice change from sitting in front of your desk all day!

Public Relations. Public relations gains you exposure. It places you and your law firm in front of large groups of people. If done properly, this can be an incredibly profitable activity with a huge return on investment. Applying very easy strategies, you can become the "go to" expert in your field of law and have the media coming to you. However, you should have a very concrete and clear understanding of your target market and audience before you invest time and money into publicity.

Writing. Writing articles gains you credibility and authority in your subject matter. Writing articles in newspapers, magazines, and newsletters is absolutely free. This is the best return on investment you can ask for. You get to be published in print media, put your name and legal practice in front of the eyes of thousands of people, hone your knowledge of your legal field, and create an expert status for yourself. You provide informative material to the readers that need it and become an authority in your field. It's a win-win situation for everyone involved!

These are all just a few of the basic techniques that successful business owners apply on a regular basis. Yet, they are new to many lawyers, as they are generally not taught in law school. Still, they are easy techniques to learn (much easier than the Bar exam you had to pass), and absolutely essential to the success of your Firm. These are the things that you can do to make sure your law firm doesn't just survive this year. Do these things and make your law practice thrive!

Sonia Gallagher, Esq. is a lawyer coach and consultant. She helps law firms and lawyerpreneurs implement strategies to get more clients, more profits, and more free time. Her mission is to help lawyers find fulfillment in the law by creating careers, businesses, and lives they love. Find out how you can make your Law firm thrive today! Contact Sonia for a free consultation at www.timeforlifeflow.com.



Edward J. Adams
Brown & Brown Insurance

P : (856) 552-6382
F : (856) 494-7874
eadams@bbdvins.com

To all Members of the Camden County Bar Association:

My name is Ed Adams and I am a broker at Brown & Brown Insurance working on behalf of the Camden County Bar Association. If your firm elects to take advantage of the Dental Association plan from United Concordia Dental, I will be your primary contact going forward.

The Camden County Bar Association is sponsoring 3 dental plans from United Concordia for you to choose from at any time during 2010/11:

1. Low Option — United Concordia plan 100/0/0
2. Medium Option — United Concordia plan F-Plan 2W
3. High Option — United Concordia plan F-Plan 3W with Ortho

Please see the attached Plan Design documents for more details on these 3 dental plans. You can call or email me at any time to enroll in one of these plans or inquire about pricing.

Thanks and I look forward to working with you.

Ed Adams
856-552-6382
eadams@bbdvins.com

1000 Bishops Gate Boulevard Suite 100 | Mt. Laurel, NJ 08054

**For additional information
and to view plan options,
logon to our website:**

www.camdencountybar.org

Making membership meaningful!



**Group Dental Insurance
for CCBA Members**



From USI Affinity – A CCBA Partner in Progress

During Trying Economic Times How Do I Engage My Employees?

Continued from page 13

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, smoking cessation 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 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.

Employee benefit websites are a web-based tool that assists companies in demonstrating their dedication to employees by putting them in touch 24/7 with benefits, health, and human resources programs. These websites are branded to look like the firm's own site.

Periodic Newsletters for the firm these can be created by the employees, and can include wellness, benefit, upcoming events, birthdays, special dates, and other firm information.

The employer should do one-on-one open enrollment meetings, follow up meetings 45 days after the renewal, and open communications between the firm, HR, employees, and your broker consultant.

USI Affinity has been working with Law Firms for over 50 years. We are the sponsored Insurance Solution for the Pennsylvania and County Bar Associations. USI Affinity can work with your firm to discuss benefit planning and communication ideas to help employees better understand the level of benefits offered.

USI Affinity is meeting with firms across the state 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

PAUL SNYDER

Wealth Management Associates, Inc.

INDEPENDENCE • SERVICE • OBJECTIVITY

- Investment advice & management
- Rollover IRAs
- Company retirement plans
- Stocks, bonds, ETFs
- Mutual funds
- Municipal bonds
- Variable annuities
- Alternative investments

Member, Camden County Bar Assoc.

856.235.6821

psnyder@wealthmanage.com

Securities offered through Securities America, Inc., member FINRA/SIPC, Paul Snyder, Registered Representative.
• Wealth Management Associates & Securities are not affiliated companies.

BANKRUPTCY WIZMUR & FINBERG L.L.P.

"There is life after debt . . ."

Let us help your clients get there!"

We welcome referrals for consultation and representation in bankruptcy related matters.

- Chapters 7, 13 & 11
- Discharge/Stay Violations
- Post Discharge Credit Repair
- Mortgage Foreclosure Relief

www.consumerbankruptcyllaw.com

OFFICES IN
Marlton, Willingboro, Northfield & Vineland

856.988.9055

We are a debt relief agency authorized to help people file for bankruptcy relief!



A Star of **ADROPTIONS**[®]

MEDIATION/ARBITRATION/MOCK TRIALS

Honorable John A. Sweeney (Ret.) was a Trial Judge from 1992 until his retirement from the bench in July 2008. During this time he served in the Civil Division, General Equity and The Family Division.

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.

Suite 1100
Two Commerce Square
2001 Market Street
Philadelphia, PA 19103-7044
Phone: 215-564-1775
800-364-6098
FAX: 215-564-1822
adoptions.com



Please call Mike Carney at (215) 564-1775 to schedule your matter with Judge Sweeney

The CCBA is YOUR Association and we want to hear from you, our valued members!

A brief member survey will be posted to our website this month, which will give you the opportunity to tell us how we're doing and how we can make the CCBA better for YOU!

Watch for the survey announcement in your E-Barrister and on our website, then take a few minutes to share your thoughts and ideas.

Your responses will be confidential and will help us make your CCBA membership more meaningful for you and your practice.



BOTTOM LINE INVESTIGATIONS

20 Years of Law Enforcement Experience

CONFIDENTIAL INVESTIGATIONS

CRIMINAL

CIVIL

PERSONAL

SUBPOENA SERVICE

PATROL & DETECTIVE EXPERIENCE

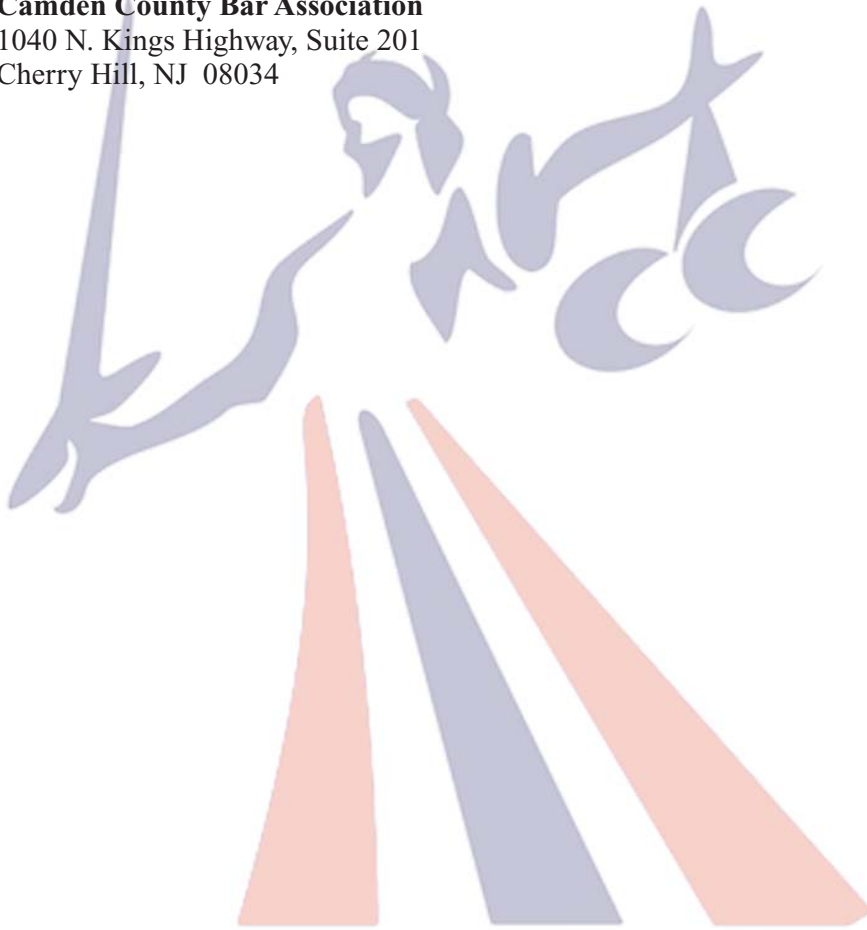
P.O. Box 2260
CHERRY HILL, NJ 08034

856.577.1767
BOTTOMLINEINV@COMCAST.NET

Brian DeCosmo
Criminal Investigator (ret.)



Camden County Bar Association
 1040 N. Kings Highway, Suite 201
 Cherry Hill, NJ 08034

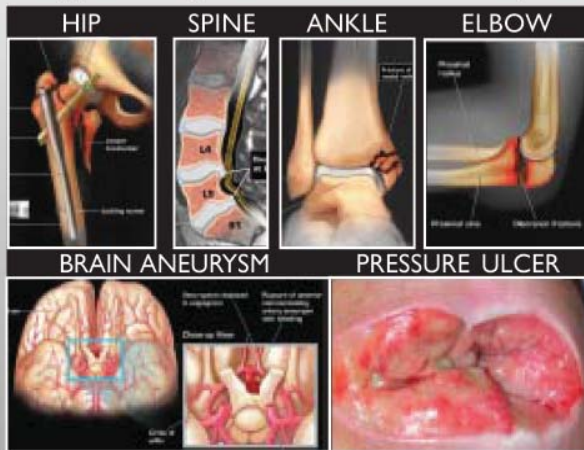


Law Offices of Andrew A. Ballerini

Accepting Referrals of Serious and Catastrophic Injury Cases Including:

**Nursing Home, Medical Malpractice,
 Product Liability, Truck & Automobile Injuries**

We **RELENTLESSLY** represent our clients using our valuable resources to help prove the significance of **OUR CLIENTS' INJURIES!**



See other exhibits @ www.ballerinilaw.com



Andrew A. Ballerini



Richard J. Talbot

As Certified Civil Trial Attorneys, we have and will pay one third referral fees to those attorneys who give us the opportunity to serve their clients.

Recent case results include:

- ❑ \$700,000 Products Liability
- ❑ Confidential Recovery 5th Week of Trial - Nursing Home - Pressure Ulcers
- ❑ \$300,000 Nursing Home — Pressure Ulcers
- ❑ \$188,000 — Fall, 1/2 hour after ice storm
- ❑ \$170,000 — Fall, Lisfranc foot fracture

CERTIFIED BY THE SUPREME COURT OF NJ AS
 CIVIL TRIAL ATTORNEYS
 Members of the Million Dollar Advocate Forum

Harvard Law Building, 1522 Route 38, Cherry Hill
856.665.7140