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Law School Features

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Fostering Authentic Connections

It has never been easy to be a new lawyer. For many, the steepest curve of learning the practice coincides with other high-stress life changes – like marriage and welcoming new children. Others are confronted with the unwelcome realization that cantankerous opposing counsel don't always yield to reason, or that judges aren't always persuaded by the brilliance of legal research. While some challenges are familiar and timeless, the newest lawyers among us joined our profession in the wake of a pandemic that fundamentally changed the rhythms and work habits of lawyers and judges. These new colleagues started or finished law school on a screen, instead of in a classroom. The pandemic cheated them of the in-person study groups, summer associate programs and social opportunities that got many of us through law school with our sense of self intact.

While we cannot change the tough circumstances of lawyers whose schooling and first years coincided with the pandemic, we have a wonderful opportunity to help them write a strong next chapter – and that's by embracing them warmly into our community. As I've highlighted in past columns, one of my favorite parts of the LBA – and a pillar of its mission – is the focus on fostering an inclusive community. That focus has been on full display recently at events like our reception for summer associates and newly-admitted attorneys and the Litigation Section Happy Hour where lawyers, judges and law students were invited to visit in a collegial and relaxed atmosphere. At both events, members of our community got to catch up with old friends and get to know others whose paths they may not have crossed yet.

It is hard to overstate how valuable these informal in-person interactions are to building the confidence and sense of belonging for new lawyers. A first court appearance is likely to be far less daunting to someone who has had the chance to shake hands and meet the judge socially before the day of the hearing. And by the same token, even adversarial tasks between lawyers – like hashing out a discovery dispute – are often less acrimonious when the person behind the email is familiar. Informal social interactions among lawyers can help us accomplish work on behalf of our clients efficiently and productively, and without unnecessary venom and vitriol.

On top of these practical benefits, making time to attend social events also helps to combat the negative effects of isolation that many lawyers (not just new lawyers) experience. It's no secret that practicing law can feel lonely at times, and it can be easy to fall into a monotonous rut. More lawyers than ever before are choosing to work at least some of the time away from a traditional office. The personal connections we forge when we take time to socialize with other lawyers, the sense of camaraderie we feel and the break from our daily routines are all important parts of tending to our mental health. We are only beginning to understand how the allure of chatbot conversations may exacerbate feelings of isolation or disconnectedness in the legal community. My strong instinct is that in a time when it may be tempting for a new lawyer to turn to ChatGPT instead of to a supervising attorney, we should make a strong commitment to prioritizing opportunities for casual conversations and socializing. So many frustrations and challenges of our profession feel less overwhelming when we have a chance to talk with other lawyers and be reminded that we are not alone in trying to figure things out.

For those of us who are fortunate enough to be surrounded by colleagues who feel like family, it can be hard to recall the feeling of being new or like an outsider. You may be able to recall someone who made an impression on you when you were a young lawyer – not necessarily someone you worked with or worked for, but someone who showed interest in you and was welcoming when you encountered him or her. You have the chance to be that person to these new lawyers. You don't have to commit to a long-term mentoring relationship (although that would be terrific). It is as easy as showing up to social events whenever you can. When you show up, you send a message to new lawyers and to your peers that you care about this community and that you care about the success of its next generation. When you show up and talk with new lawyers about how your career has unfolded, you offer them your experience as an example – whether that was leaving a job that wasn't the right fit, taking time away when you needed to focus on family or even running for public office. A tremendous thank you to all of you who have shown up and keep showing up. Our community and our newest colleagues are better because of your authenticity and generosity with your time.



Kate Lacy Crosby
LBA President



While we cannot change the tough circumstances of lawyers whose schooling and first years coincided with the pandemic, we have a wonderful opportunity to help them write a strong next chapter – and that's by embracing them warmly into our community.

Asking Questions: The Best Way to Learn How to Be a Lawyer

Jackson Rice



Networking is essential not only in making professional connections, but in finding those people who will share their experience and provide guidance.

Like many young lawyers, my time in law school spanned both a pre-COVID world and the depths of the pandemic. As we all navigated time in lockdown and began attending classes remotely, I often felt that something was missing from the experience that I'd had pre-pandemic. While I was still able to attend lectures and ask questions, what I now know was missing was the ability to engage in the kind of conversations with classmates and professors that can only occur when you

are in person both inside and outside of the classroom.

Our law school used to put on a bowling league every year. Now, I am sure if you asked some people, it was just an excuse to have something to do on a Thursday night. However, looking back at the times we bowled, there was more to it.

During our league's second night bowling in my first year of law school, my legal writing professor decided to attend. While he never hunted pins like the rest of us, he did talk to every one of his students while he was there. He asked where they were from and what they wanted to do with their law degree. He got to know us on a personal level and took the time to understand where we'd come from and what had influenced our thought processes.

All of us were in the same bowling alley, tolerating the blackout and disco balls, and getting to know our professor like we were getting to know our classmates. Getting to know everyone and their backgrounds made classroom debate a little easier and far more engaging. Instead of getting fired up about an opposing opinion, we were better able to place it in the context of their experience. By under-

standing where they were coming from, it was easier to see where their argument was going.

Looking back, I believe our professor's attendance at bowling night was at least in part intended to help us, and him, make those connections. It broke down the barriers typically present between a professor and student and enriched our social connections. In doing so, it gave us a comfort level in having a personal conversation, which led to being more comfortable asking questions and engaging in class. At the very least, it made me research what he meant when he wrote comments on other students' papers such as, "Hang it in Teatro alla Scala!"

Within a month after beginning practice as a lawyer, an experienced attorney in my office put on a class for new attorneys on how to successfully try a case in front of a jury. A classmate of mine was also my office mate, another new lawyer who'd graduated at the same time I had. Not only did we spend all of our work hours together in a shared office we also spent roughly two months meeting a few times a week for two or three hours at a time, going over all sorts of different scenarios that may or may not arise during the course of a trial.

As we spent all that time together, I was able to learn how an experienced attorney approached cases, where he invested his time in preparing them and what he regarded as the most important parts of a case. I was also able to learn the same things about my office mate and his approach. I learned many valuable lessons during that time, but the most important thing I learned was not how to perform a cross-examination, or what makes the best opening statement, but rather that no two lawyers are ever going to approach a case in the exact same way, even if that is the way they are taught.

Now, almost two years into my practice, I remain grateful for that time of sharing an office and attending that trial class. Without it, I would not have become as comfortable seeking advice and opinions as I do now. In teaching us his approach, our mentor also encouraged us to ask questions of the lawyers we respected and to listen to lawyer's arguments in court and evaluate why they did or did not work. We were taught to question their methods and in turn, we questioned our own.

The most important thing we as lawyers can do is ask questions. We ask questions of our clients about what their expectations are, and we do our best to inform those expectations by explaining the boundaries of the law. We ask questions of our colleagues and of our mentors. I have had the pleasure to learn about the law from many people since I have been in practice. It is hard to learn about something if you don't ask questions, but it is impossible to learn if you don't listen. In asking questions, you can learn how other people approach a solution to a problem and

incorporate it into your own practice. More importantly, in listening to why someone is approaching their problem in the way they are doing it, you can better understand their goal.

By taking away our ability to socially bond in person, COVID chipped away at our willingness to interact with others. Without the constant personal interaction we'd become used to, we lost some of our ability to listen and understand. By taking this away, COVID made it harder to learn how to be a successful lawyer. At its core, the legal process is a human process. No matter the disagreements or the frustrations, the best way to be a successful lawyer is to listen to others and to try to gain an understanding of their position. Although COVID took away our ability to be social with one another, it also gave us a reminder of how important social interaction truly is.

A large problem lawyers are facing after graduating law school and beginning their practice is all too often that we seem stuck in the habits we picked up during COVID. When we don't know the solution, it is so much easier to search for answers on the internet instead of asking someone for help. Sometimes this may be associated with a fear of looking inexperienced or unknowledgeable, but that is exactly what we are as young lawyers. While I may have a bit more experience than I did when I first graduated, I still sometimes feel like I don't know what I am doing when faced with a new problem I haven't seen before, or new case law that necessitates a different approach to what was previously a familiar problem.

The best advice I can give to new lawyers to solve their problem of feeling lost or overwhelmed is to ask questions of someone who's been there before, and to sincerely listen to their response. Although we work in an oftentimes adversarial arena, it's been my experience that our local bar is mostly made up of experienced attorneys who are more than willing to answer questions and give guidance.

Networking is essential not only in making professional connections, but in finding those people who will share their experience and provide guidance. Nothing fosters growth more than learning from someone who has been there, and moreover, learning from their mistakes. If you are looking for a place to start, the LBA has a calendar of events on their website for all levels of legal experience and areas of interest. Best case scenario, you find someone to help you solve the world's problems. Worst case scenario, you get some free food and drink.

Jackson Rice is a Co-Vice-Chair of the LBA's Young Lawyers Section. He currently serves as an Assistant Commonwealth's Attorney where he has worked since August of 2021. ■



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Louisville Bar Association's
Pickleball Palooza

PICKLEBALL TOURNAMENT

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The LBA has joined the Pickleball craze and is hosting an inaugural tournament for the legal community.

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The Importance of Being Outdoors

Nurturing Mental Wellness for Attorneys

Lisa Anspach

In today's fast-paced and highly demanding world, finding balance and maintaining mental wellness has become an essential pursuit for individuals in all professions. Attorneys, in particular, face unique challenges that can take a toll on their mental health. The high-pressure nature of legal work, long hours and the weight of responsibility can contribute to stress, anxiety and burnout. However, one powerful and often overlooked solution to promote mental wellness among attorneys is as simple as stepping outside and embracing the great outdoors.

Nature has a remarkable ability to rejuvenate and heal. Research has shown time and again that spending time outdoors offers numerous benefits for mental health. Here, we explore the importance of being outdoors and its impact on the mental wellness of attorneys.

- 1. Stress Reduction:** The legal profession is known for its stressful environments, tight deadlines and demanding clients. The outdoors provides a respite from the constant pressure, allowing attorneys to decompress and recharge. Natural environments have a calming effect, reducing levels of stress hormones such as cortisol and promoting relaxation. Even a short walk in a nearby park during a lunch break can significantly lower stress levels and increase overall well-being.
- 2. Increased Focus and Creativity:** Attorneys rely on their cognitive abilities, critical thinking and problem-solving skills. Spending time outdoors has been linked to improved concentration and enhanced cognitive function. A study conducted at the University of Michigan found that even a brief interaction with nature, such as gazing at a tree or taking a stroll in a park, can boost attention and memory performance. This heightened focus translates into more effective and efficient work, allowing attorneys to approach challenges with fresh perspectives and innovative solutions.
- 3. Physical Exercise and Endorphin Release:** Regular physical activity is a vital component of maintaining mental wellness. Engaging in outdoor activities such as hiking, jogging or cycling not only promotes physical fitness but also stimulates the release of endorphins, the body's natural mood-enhancing chemicals. Attorneys who incorporate outdoor exercise into their routines often experience increased energy levels, improved mood and reduced symptoms of anxiety and depression.
- 4. Connection with Nature and Perspective:** The legal profession can sometimes become all-consuming, making it easy to lose sight of the bigger picture. Being outdoors provides an opportunity to connect with nature's vastness and beauty, reminding attorneys of the world beyond the confines of their work. It fosters a sense of awe and wonder, prompting reflection on personal values and priorities. This broader perspective can help attorneys maintain a healthier work-life balance, reduce feelings of burnout and find greater fulfillment in both their personal and professional lives.
- 5. Social Connection and Community:** Attorneys often work in high-stress, competitive environments, which can contribute to feelings of isolation. Engaging in outdoor activities encourages social interaction and the formation of communities centered around shared interests. Whether it's joining a hiking group or participating in outdoor sports, connecting with others who share a passion for nature can foster a sense of belonging and provide much-needed support.
- 6. Mindfulness and Presence:** Nature has a way of grounding us in the present moment. When attorneys immerse themselves in the outdoors, they have the opportunity to practice mindfulness and engage fully with their surroundings. Mindfulness has been shown to reduce anxiety, improve resilience and enhance overall well-being. By cultivating presence in nature, attorneys can develop skills that carry over into their work, enabling them to approach challenges with greater clarity and composure.

Incorporating outdoor activities into the lives of attorneys requires intention and commitment. Here are a few practical tips to harness the power of nature for your mental wellness:

- 1. Prioritize outdoor breaks:** Schedule regular breaks during the workday to step outside, even if it's just for a few minutes. Breathe in the fresh air, take a walk around the block or find a nearby green space to rejuvenate your mind.
- 2. Plan outdoor outings:** Dedicate time in your schedule for outdoor activities that you enjoy, whether it's hiking, gardening or simply sitting in a park. Treat these activities as important appointments with yourself.
- 3. Combine nature and exercise:** Engage in physical activities that take you outdoors, such as cycling, swimming or practicing yoga in a park. This allows you to reap the benefits of both exercise and nature simultaneously.
- 4. Unplug from technology:** Disconnect from digital devices during your outdoor excursions to fully immerse yourself in nature and experience its therapeutic effects.
- 5. Foster outdoor communities:** Seek out groups or organizations that align with your outdoor interests. Joining a commu-

nity of like-minded individuals can provide a sense of camaraderie and support.

In conclusion, the importance of being outdoors for attorneys cannot be overstated. The natural world offers a sanctuary where they can escape the pressures of work, find solace and restore their mental well-being. By embracing the outdoors, attorneys can reduce stress, enhance focus and creativity, cultivate mindfulness and foster a balanced and fulfilling life both inside and outside the courtroom. So, step outside, breathe in the fresh air and let nature guide you on the path

to mental wellness.

Don't forget about the LBA's Health & Wellness Committee's "1000 Hours Outside Challenge." Make sure to download your tracker online at www.loubar.org and tag us in your captivating outdoor photos on social media.

Lisa Anspach is the LBA's Continuing Legal Education Director and staff liaison to the LBA Health & Wellness Committee. ■



MEETING ANNOUNCEMENT

Association of Legal Administrators

The monthly chapter meeting of the KY Association of Legal Administrators will be held in person on Thursday, August 10th beginning at 11:45am at the office of Frost Brown Todd in Louisville (400 W. Market St., Ste. 3200); and Lexington (250 W. Main St., Ste. 2800). Guests are welcome to join us for lunch. RSVP to Tina Kirkland, tkirkland@fbtlaw.com. ■

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Raiders of the (no longer) Lost ARK (Administrative Regulations of Kentucky)

Kurt Metzmeier

State regulatory law is a somewhat arcane area, even though it applies to everything from whether you can get your client unemployment insurance when she is laid off from Ford Motors, to how many fish you can catch with a valid Kentucky fishing license, to the cleanliness of the tattoo parlor where your brother got that Cocaine Bear logo inked on his bicep. Kentucky regulations can set your clients' rights to certain benefits, allow them to engage in specific business activities and protect them from harmful actions by the professionals they use.

While state regulations are always changing, once a right vests under a piece of regulatory language, that right often remains even when the regulation changes. Thus, for that issue, the older regulation still is valid—and you, as a lawyer, need to find it.

A typical situation arises in the context of state pensions, especially teachers' pensions, which could be governed by both pension and education regulations. For example, say a teacher retires who had two separate periods as a public teacher, separated by a time as a principal. Legal precedents may dictate that the pension authority should calculate payouts based on the regulations in place at the time of those events years ago. Similar situations could arise in state tax disputes, environmental law and construction law.

Finding old regulations used to require visiting one of the very few law libraries, like the University of Louisville, which had taken the effort to collect and preserve all of them. However, recently the Kentucky Legislative Research Commission digitized the entire archive of the *Administrative Register of Kentucky*, and that could allow lawyers to research such issues from their desktops.

To lawyers more used to the *Kentucky Administrative Regulations* (KAR), Kentucky's regulatory code, the *Register* is known mostly as an updating tool (if it is known at all). However, when properly used, the new digital *Administrative Register* archive gives Kentucky lawyers a free tool to trace the history of any state regulation issued since 1975. Well, at least if they can figure out how to do so. It isn't the most intuitive thing to do.

I'm hoping I can break it down and make it a little easier to figure out.

The Basic Tools of Kentucky Administrative Law

Let's start by reviewing Kentucky's two major administrative publications:

The *Kentucky Administrative Regulations* (KAR) is the code of all regulations in force, roughly equivalent to the *Code of Federal Regulations* (CFR). It is organized by the name of the agency that creates and enforces the regulations used to oversee an industry

or activity. This multivolume code used to be printed annually, but since 2019 it has only been available online on the Kentucky legislature's website at <https://legislature.ky.gov/Law/kar>.

The other resource is the *Administrative Register of Kentucky*, which is a periodical (like *People Magazine*, except without Kardashians). A new issue is released every month and contains temporary, proposed and permanent and final regulations, along with news of withdrawn regulations and hearings. It is analogous to the *Federal Register*. It is available online at: <https://legislature.ky.gov/Law/kar/Pages/Registers.aspx>. It also can still be ordered as a monthly print publication; e-mail Regina Long at Regina.Long@LRC.KY.GOV, or call (502) 564-8100 for details.

Researching the Regulatory History of an Active Regulation

Suppose you are researching a racing regulation. (I'm assuming you have the KAR citation. See the sidebar for tips on searching for current regulations.) Once you have the regulation in front of you, read through to the bottom to find the block of regulatory history labeled "History." You can use it to trace any regulation back to its origin.

It usually looks something like this:

Kentucky Horse Racing Commission

810 KAR 8:010 – Medication; testing procedures; prohibited practices.

HISTORY: (45 Ky.R. 1995; 3165; eff. 5-31-2019; 46 Ky.R. 2542; 47 Ky.R. 320; eff. 8-25-2020; 47 Ky.R. 2152; 48 Ky.R. 29; eff. 10-5-2021; 48 Ky.R. 3043, 49 Ky.R. 564; eff. 12-6-2022.)

Interpreting the History note is straightforward once you understand the conventions. Each revision is separated by a semi-colon. Second, "Ky.R." stands for the "Administrative Register of Kentucky." Yes, you are right. That is a weird abbreviation but don't obsess over it because life is too short and Kentucky law is going to throw something weirder at you any moment. Finally, some (but not all) of the citations have effective dates.

Let's break down the first bit of the History note above:

45 Ky.R. 1995; 3165; eff. 5-31-2019;

If you go to volume 45 of the *Administrative Register of Kentucky* and find page 1995, you will get the first version of the KHRC's drug testing regulations. On page 3165 of that same volume, the regulation has been amended in its final version, which the note says went into effect on May 31, 2019.

Occasionally a regulation will be old enough that it has a citation to a type of regulation prior to the establishment of the current administrative system in 1975. Feel free to call your

local librarian if you have one of these citations and we'll try to help you puzzle it out.

So, in my example, you have eight revisions to look up across six volumes of the *Kentucky Administrative Register*, all available on the LRC website. Sometimes you can get by just by looking up the oldest version of the language you are most concerned about and compare it with the newest version to see if it has changed. If you must pull all eight citations the process might be tiresome—but at least you don't have to find parking at UofL.

Free Tool for a Difficult Task

As you see, researching the "legislative history" of regulations is a little complicated, but you now have the tools to do so at your fingertips. For lawyers regularly researching state pensions or trying to clear industrial properties for development, this will be the best tool for the task. It might be a little tedious to use, but nowhere near as painful as what your brother will go through getting that stupid bear tattoo removed when he is hired as a conservation officer by the Kentucky Department of Fish & Wildlife.

Kurt X. Metzmeier is the interim director of the law library and professor of legal bibliography at the University of Louisville Brandeis School of Law. He is the author of *Writing the Legal Record: Law Reporters in Nineteenth-Century Kentucky*, a group biography of Kentucky's earliest law reporters, who were leading members of antebellum Kentucky's legal and political worlds. ■



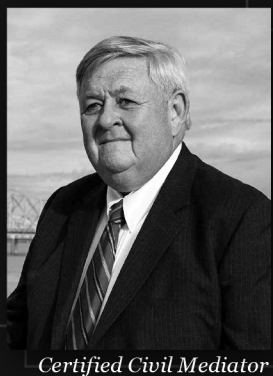
Finding current regulations in the KAR

If you know the regulatory agency or have the citation to the KAR, go to title-outline at <https://apps.legislature.ky.gov/law/kar/titles/>. Scan down to the title, chapter and regulation from there. (For example, the citation 810 KAR 8:020 translates to title 810, chapter 8 and regulation 020.)

If you don't have the citation and are looking for the regulation, there are two ways of searching (at least theoretically). You can use the search engine — which is very crude — or, if you know the agency, you can click down through the title-outline linked to above. I prefer the latter because this method shows me how the regulations are organized, and I can see the regulatory scheme as a whole.

Nonetheless, if you use the search engine, be sure that it is set to the *Administrative Regulations* tab: <https://apps.legislature.ky.gov/lrcsearch#tabs-2>.

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Founded in 1846 as the Department of Law at the University of Louisville, the Louis D. Brandeis School of Law is the oldest law school in Kentucky and the fifth oldest law school in the United States to remain in continuous operation. With Justice Brandeis being a key supporter in his time, the law school was renamed for him in 1997, and honors Brandeis's legacy, by continuing to produce excellent lawyers who are prepared to practice in an ever-changing world.

Experiential learning is at the core of our program from first year required courses to our wide variety of clinics and externships that provide practical experience in real life situations. Our Ackerson Law Clinic enables students to represent clients in court on issues ranging from intimate partner violence to landlord/tenant and also houses a Mediation Clinic. In addition, our Entrepreneurship Clinic and Trager Elder Law Clinic provide students with the opportunity to gain a wide variety of transactional practice skills as they draft documents for clients. We offer externships in fields as diverse as Criminal Justice, Tax, Immigration, and Public Interest. The Samuel L. Greenebaum Public Service Program has created and trained thousands of law students to become civic minded legal professionals through fellowships and pro bono work. Add to this a variety of dual degrees available and Brandeis Law graduates are ready to get to work and make a difference.

Developing lawyers diverse both in background and outlook, and supporting them with expert faculty and pioneering programs, is essential to strengthening the profession and developing a legal community prepared for the needs of our contemporary world. To meet the challenges that face us nationally and locally, Brandeis Law strives to be a home to intellectual freedom and compassionate awareness, in the spirit of the Supreme Court Justice Brandeis.



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University of Kentucky J. David Rosenberg College of Law is a student-centered, supportive public law school that aspires to empower tomorrow's leaders to rise toward their personal best and to pursue a meaningful impact on the law, the profession, and the world beyond. UK Rosenberg Law represents a tradition of excellence and a valuable legal education. We are a community of world-class faculty who produce a broad range of nationally and internationally-recognized research. Our distinguished alumni and students serve their communities, the Commonwealth, and the nation with professionalism. We pride ourselves on providing a high-quality, yet affordable, legal education that effectively prepares graduates for professional careers.

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A TRIPLE-CROWN YEAR

New Endowed Chair Supports Ethics, Professional Identity

Through a \$1 million gift from Chase alumnus David Wolf and Nancy Wolf, the college has created the David and Nancy Wolf Chair in Ethics and Professional Identity to expand education and programs in ethics, social justice, inclusion and public service. Professor **Jack Harrison**, a faculty member since 2011 who is also director of the Center for Excellence in Advocacy, has been appointed to the chair, beginning with the 2023-24 academic year.



Lunsford Academy Ranks First Nationally for Innovation

Backed by \$4 million in gifts from alumnus and Louisville entrepreneur and thoroughbred owner **W. Bruce Lunsford**, the W. Bruce Lunsford Academy for Law, Business + Technology at Chase was selected by Bloomberg Law as the top law school program in the nation for innovation and business. Along with specialized courses, students undertake projects such as creation of a software program for nationwide searches of clerk of courts' forms and, as Lunsford Fellows, work in business- or technology-related externships.

Nunn Hall Evening Division Classes Expand Online

Focusing a message to prospective students to “*Flex your future at a place with history*,” the 130-year-old Chase evening division has adopted the designation of the Flex-Place Evening Program. More than a name, it is a reimagining of evening legal education by shifting from primarily in-person classroom instruction to having more courses online. It is a change that recognizes the importance of maintaining an in-person community

while also allowing greater flexibility for balancing studies, jobs and home lives – and easier interstate commuting to Northern Kentucky from Louisville and Lexington. Most semesters involve on-campus classes once or twice a week, with online classes taught at scheduled times or being available “on demand.” Like the historic Chase evening program, students can complete the Flex-Place Evening Program in four years.



How to Stick the Landing on Your Upcoming Job Interview

David Mohr

The hiring process can be a lot like dating; you keep meeting new people and answering the same questions, but you're also on the horizon of something new and exciting. Still, the road to a new and fulfilling job can be long, and it's easy to get burnt out during the interview process. That's why I want to share some useful tips I've learned through my decades of experience in the legal placement field to help you nail your interviews and get that job of your dreams.

- **Research** - Do your homework and look into the company prior to the interview. It's important to know details about your potential employer and how you may play a productive role in the company. This could give you a leg up among other candidates.
- **An Eye for Detail** - Make sure you know who you are asking for upon arrival, including proper spelling and pronunciation of your contact's name and their title. This is a sign that you are both thorough and respectful.
- **Dress for Success** - Never show up underdressed, as that's far worse than showing up overdressed. Do not wear

heavy cologne or perfume, in case the interviewer has an allergy or sensitivity.

- **Allow Yourself Time** - Don't just show up on time, show up early (but not too early). Make sure you have plenty of time to find the right location and parking. If you're more than five or ten minutes early, you can always kill time nearby (in your car, a coffee shop, etc.). Respect the employer's time/schedule.
- **No Chomping** - Do not chew gum - but a mint prior to the meeting may not be a bad idea.
- **Positive Attitude** - Make sure you are as presentable and pleasant as possible. Smile. Look the interviewer in the eye when meeting and shaking hands, during the interview as much as possible and when shaking hands again after the interview.
- **Listening is Key** - During the interview, listen intently and answer questions as directly as possible. If you ramble or speak off topic, you may come across as too chatty or someone who can't stay focused. But be sure to give an example of how your knowledge or abilities can

help when a question gives you that opportunity.

- **Show Your Personality** - Try to be as personable as possible without getting off topic. Employers like to have a sense that your personality will match the personalities within the office.
- **Again, No Bad Vibes** - Avoid using profanity during the interview, no matter how comfortable you may feel. Avoid talking badly about past employers. Stay positive.
- **Ask Questions** - You are interviewing your potential employer just as much as they are interviewing you. You'll want to make sure the job fits your needs and desires as much as possible before accepting a position.
- **Follow Up** - If interested in the position, send a follow up email or letter thanking them for their time and express your interest one more time. Be sure to spell the person's name and company name correctly, and make sure your letter is laid out properly with no errors or typos. A poorly written follow-up letter can take

you out of contention for hire.

- **Regulate Your Social Media** - Last, but by no means least, make sure your public social media presence is not offensive or controversial. Potential interviews can be short-circuited by questionable social media before they are even requested.

Ready to put all this great advice to the test by looking for a new position? The LBA's Placement Service matches area law offices seeking qualified attorneys and legal support staff with highly-skilled candidates. We refer attorneys, legal secretaries, paralegals, receptionists and other legal support staff for full and part-time employment.

If you are interested in finding a new career or are in need of a lawyer or legal support candidate, we can help! Visit www.loubar.org/jobs for information about available job opportunities and details on how we can help you through your next candidate search.

David Mohr is the LBA's Placement Services Director. ■



SAVE THE DATE

October 17, 2023

17

KCREC '23

7:30 AM Registration

8:30 AM Conference

@ The Louisville Marriott East

CCIM Kentucky CCIM Chapter

LBA LOUISVILLE BAR ASSOCIATION REAL ESTATE LAW SECTION

2023 KENTUCKY COMMERCIAL REAL ESTATE conference

Jefferson Circuit Court Business Court Updates and Supplements its Rules

Elisabeth Gray and the Business Court Docket Committee

Starting on January 1, 2020, Kentucky enacted its Business Court Pilot Project, joining 24 other states that had previously implemented a Business Court Docket. The Business Court Docket (BCD) is dedicated to the expedited and cost-effective resolution of assigned disputes involving business entities and affiliated persons. The Jefferson Circuit Court BCD has achieved significant success with 80 BCD cases filed in 2020, 61 BCD cases filed in 2021, 87 BCD cases filed in 2022 and 37 BCD cases filed in 2023 through June 19, 2023.

In 2022, the BCD Committee (consisting of judges, practitioners who practice complex business cases and court administrators) conducted a survey through the LBA inviting the attorneys who had practiced a BCD case to provide confidential feedback. Overall, the results were overwhelmingly in favor of continuing the BCD. The survey results also provided valuable feedback to the BCD Committee, which met several times to consider the feedback and revise the Rules to include some of the suggestions of those survey respondents, as well as feedback from the two BCD judges from 2020 through 2022, then-Judge Angela McCormick Bisig and Judge Charles L. Cunningham Jr.

For instance, 97% of respondents thought the BCD was as good or better an experience than circuit court for their business cases, and 98% wanted to continue the BCD. Those who responded appreciated the expedited nature of the BCD, the efficiency of the BCD, the proactivity of the BCD and active case management, particularly with discovery, for BCD cases.

In 2023, the BCD was assigned two new judges because of Judge Cunningham's retirement and Justice Bisig's ascension to the Supreme Court (although Justice Bisig continues to lead the BCD Committee, along with Justice Lisabeth T. Hughes). Judge Eric Haner and Judge Mitch Perry were appointed as the two new BCD judges effective January 1, 2023.

Based on the feedback received from the BCD judges and from the survey, the BCD Committee proposed revised BCD Rules (BCR), which the Kentucky Supreme Court approved in June 2023 and became effective on July 1, 2023.

The new rules are as follows:

Initial Disclosures – BCR 5.10(a)-(d)

Because the BCD Rules closely track the Federal Rules of Civil Procedure, and based on the survey results, the BCD Committee proposed a requirement for Initial Disclosures due "without awaiting a discovery request." The timing for the exchange of Initial Disclosures should be discussed during the Case Management Meeting and should be included in the Case Management Report. BCR 4.3(c)(i). However, embracing the flexibility of the BCD, one or more parties can ask the Court to postpone or waive the obligation to exchange Initial Disclosures. BCR 4.3(c). Similar to the Federal Rule of Civil Procedure 26(a)(3), this revised rule requires counsel to provide all parties:

- a. the name, and, if known, the address and telephone number of each individual likely to have discoverable information, including the subject of that information, that the disclosing party may use to support its claims or defenses, unless the use would be solely for impeachment;
- b. a copy, or description by category and location, of all documents, electronically stored information, and tangible things that the disclosing party has in its possession, custody, or control and may use to support its claims or defenses, unless the use would be solely for impeachment;
- c. a computation of each category of damages claimed by the disclosing party, who must also make available and copying under CR 34 the documents or other evidentiary material, unless privileged or protected from disclosure, on which each computation is based, including materials bearing on the nature and extent of alleged injuries suffered; and
- d. identification for inspection and copying under CR 34 of any insurance agreement under which an insurance business may be liable to satisfy all or part of a possible judgment in the action or to indemnify or reimburse for payments made to satisfy the judgment.

BCR 5.10(a)-(d). The new rule also requires that Initial Disclosures be made based on information reasonably available to parties at the time of disclosure.



LBA ANNUAL RECEPTION For Summer Associates and Newly-Admitted Attorneys



The Louisville Bar Association hosted our 2nd annual Summer Associates/New Admittees reception on Thursday, July 13 at the Bar Center. The reception honored those who passed the Bar in the fall of 2022 and spring of 2023 and welcomed summer associates and clerks who are working in area law firms and judicial offices. This is a wonderful opportunity to network with attorneys in the legal community and members of our judiciary. Thank you all who attended. We look forward to seeing you at future events for the LBA!

This event would not have been possible without the support of our generous sponsors. Thank you to Frost Brown Todd, Gray Ice Higdon and the Women Lawyers Association of Jefferson County.

Case Management Meeting Additions (BCR 4.2(d))

BCR 4.2(d) has added the concept of “proportionality” to the BCR. Specifically, the parties should discuss at the Case Management Meeting “whether the plan for ESI discovery is proportional to the needs of the case.” BCR 4.2(d).

Case Management Report Additions (BCR 4.3)

In addition to now requiring a date to exchange Initial Disclosures as set forth above (BCR 4.3(c)(i)), the new BCR adds a requirement agreeing on supplementation of discovery responses under CR 26.05. BCR 4.3(c)(i).

Case Management Conference Additions (BCR 4.4)

An important component of the BCD is the early Case Management Conference with the Court, where the case is generally discussed, including the scope of potential discovery, and a scheduling order is entered. The BCD judges have determined that it is often helpful to have client representatives participate in this first case conference to more fully appreciate the BCD and expected scope of their case, and to gain an understanding of the process. Therefore, the revised BCR 4.4 now includes a statement that the BCD judge “may require representatives of each party to attend the Case Management Conference, in person or remotely.” BCR 4.4. The judge will indicate his or her preference in its Initial Scheduling Order.

Motion Hours (BCR 5.4)

As direct result of the survey responses, the amended BCR now allows for noticing a motion under the BCD to a standing BCD motion hour that will be separately scheduled by each judge, “but not less than twice per month.” This is a significant change to the BCR.

Expert Witness Reports (BCR 5.9)

Previously silent, the BCR has now added a rule governing expert witness reports, BCR 5.9. Similar to Federal Rule of Civil Procedure 26(a)(2), the newly added BCR 5.9 rule requires that the following be contained in an expert report:

- i. a complete statement of all opinions the witness will express and the basis and reasons for them;
- ii. the facts or data considered by the witness in forming them;
- iii. any exhibits that will be used to summarize or support them;
- iv. the witness’s qualifications, including a list of all publications authored in the previous 10 years;
- v. a list of all other cases in which, during the previous four years, the witness testified as an expert at trial or by deposition; and
- vi. a statement of the compensation to be paid for the study and testimony in the case.

However, similar to Federal Rule of Civil Procedure 26(a)(2), for those experts not required to submit an expert report, the new rule, BCR 5.9(a), only requires:

- i. the subject matter on which the witness is expected to present evidence under Kentucky Rules of Evidence 702, 703 or 705; and
- ii. a summary of the facts and opinions to which the witness is expected to testify.

BCR 5.9(a).

Moreover, similar to Federal Rule of Civil Procedure 26(b)(4), the newly added BCR 5.9(b) protects the communications between an attorney and retained expert as privileged except for those that:

- i. relate to compensation for the expert’s study or testimony;
- ii. identify facts or data that the party’s attorney provided and that the expert considered in forming the opinions to be expressed; or
- iii. identify assumptions that the party’s attorney provided and that the expert relied on in forming the opinions to be expressed. BCR 5.9(e).

BCR 5.9(b).

The BCD Committee is planning a CLE to discuss the BCD, including the amended Rules, so stay tuned for further information; we hope you will join us. The BCD Committee will continue to meet periodically and assess the progress of the BCD, including the implementation of the new rules. We look forward to continuing to improve upon the litigation of business cases in Jefferson Circuit Court.

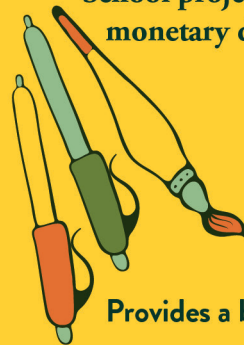
On behalf of the BCD Committee (Justice Lisabeth Hughes, Justice Angela Bisig, Janet Jakubowicz, Clark Johnson, Theresa Canady, Mary Ross Terry, Don Kelly, Dustin Meek, Libby Gray, Chad McTighe, Katie Shepherd and Kevin Smalley). ■



Gray



The 2023-24 school year is gearing up to start on August 9! You can help us support local children in need through our Back to School project. We will be collecting new school supplies and monetary donations for local elementary school students.



\$25

Provides a year’s worth of supplies.

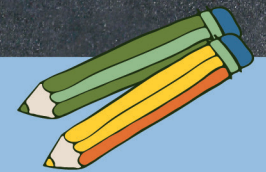
\$35

Provides a backpack stocked with a year’s worth of supplies.

All donations are tax deductible and any checks should be made payable to the Louisville Bar Center and mailed to:
600 W. Main St., Ste. 110
Louisville, KY 40202

This year we have reached out to the following schools for their participation:
Atkinson, King, Frayser, Rutherford and Semple.

Each of these schools has a high percentage of students on free or reduced lunch programs, and we have worked directly with the Family Resource Centers in those schools to match children with necessary supplies. This process ensures that all donations reach students and families with the greatest need. All donations will be split between Jefferson County Public Schools in need and the West End School.



To make a monetary donation or to view our Amazon wish list, visit our website at loubar.org.

PLEASE KEEP IN MIND THAT
FRIDAY, AUGUST 18
IS THE DEADLINE FOR DONATIONS.

Questions??
Contact Marisa Motley at
(502) 583-5314 or
mmotley@loubar.org.





LBF 2023 Grant Recipients

The Louisville Bar Foundation recently awarded approximately \$100,000 in grants for 12 law-related programs in the Louisville area. These grants were approved by the Board of Directors at its board meeting in June. Additional grants may be awarded in December. Our profession is helping in these times through our collective gifts to the Foundation.

Grants are made possible by the generosity of Louisville area lawyers and law firms. Since its founding in 1982, the Foundation has distributed more than \$3.6 million in grant funds.

CASA OF THE RIVER REGION

Advocacy Academy: \$7,500

CASA provides advocacy services to children with active cases in Family Court. To increase the number of volunteer advocates, CASA must continually train and provide education. The LBF grant will support CASA's Advocacy Academy program and increase its number of trainings to boost volunteers' advocacy skillset and their understanding of interrelated child welfare, justice and medical systems.

CATHOLIC CHARITIES OF LOUISVILLE

Fee Waiver Program: \$12,500

Catholic Charities Immigration Legal Services helps low-income refugees and immigrants living in Kentucky obtain legal assistance. The LBF grant will help refugees and immigrants to solve immigration and/or employment status issues so to achieve or maintain financial stability and economic independence.

FAMILY & CHILDREN'S PLACE

Child Advocacy Center: \$5,000

The Child Advocacy Center at Family & Children's Place is the only facility of its kind in Kentucky providing services to child victims up to age 17 with compassionate, coordinated intervention and investigation of child sex abuse. The LBF grant will be used to pay expenses for a highly trained forensic interviewer to record a child's testimony and for lab kits used to gather and preserve evidence for later use at trial in prosecuting child sexual offenses.

THE HEALING PLACE

Peer Mentor Program: \$2,500

Many of the clients who come to The Healing Place for addiction recovery are involved in Jefferson County's court system. The Peer Mentor Program at The Healing Place enlists men and women who have completed the program to serve as role models and mentors for newer participants. These peer mentors provide one-on-one counseling and support. In particular, peer mentors help participants comply with court dates, court orders and other issues related to the justice system. LBF funds will support the Peer Mentor Program as it increases the chances of a participant's successful recovery and the efficient resolution of court issues.

KENTUCKY REFUGEE MINISTRIES

Immigration Legal Services: \$25,000

Kentucky Refugee Ministries provides legal services to immigrants who have resettled in the Louisville area. Many of these immigrants need to file applications with U.S. Citizenship and Immigration Services for permanent residence status or to petition for asylum. In recent years, the number of requests for legal assistance far exceeded staff capacity, creating backlogs and waiting lists. The LBF grant will provide funds for KRM to strategically build staff capacity to meet this increased need and reduce the backlog and wait time.

KENTUCKY YMCA YOUTH ASSOCIATION

Civic and Leadership Development: \$5,000

Kentucky YMCA Youth Association's conferences bridge classroom civics education with personal understanding of our state's branches of government. These experiential learning programs allow teens to meet their peers from throughout the state as they learn about the legislative process and understand the judicial and executive branches. The LBF grant will provide funds to make attendance and participation at these statewide conferences available to public school students in low-income communities which otherwise would not have access.

LA CASITA CENTER

Legal Outreach and Clinic Services: \$10,000

In addition to the numerous social, nutritional and cultural programs La Casita Center provides in the Latinx immigrant community, it specifically conducts outreach to Latina women and families in need of legal services. Through its targeted outreach and legal clinics, participants receive help on understanding the legal system, immigration issues, family law matters and other legal problems. LBF funds will support the Center's targeted outreach to the Latinx community and the development of a pro bono attorney panel to assist program participants in understanding legal problems and how to resolve them.

LEGAL AID SOCIETY

Violence Intervention & Prevention

Project: \$15,000

Legal Aid Society has a long tradition of serving the civil legal needs of low-income individuals and families in Metro Louisville. Its Violence Intervention & Prevention Project is a new program to provide legal information and representation to interrupt and redress violent crime in Metro Louisville. It will offer direct civil legal services to low-income survivors of violent injury and work to eliminate barriers these survivors face when seeking legal assistance and victims' rights enforcement. LBF funds will serve as a "match" to leverage other funds for staffing this new program.

LOUISVILLE BAR ASSOCIATION

Summer Law Institute: \$5,000

The Summer Law Institute is a seven-day intensive program that teaches high school students about law. The Institute is conducted by the LBA's Public Service Committee. The program provides high school students with an opportunity to interact with prominent local attorneys, judges and professors. It is designed to attract talented, ambitious students who are interested in a career in the legal profession. LBF grant monies will cover a portion of the direct costs of the program, thereby keeping the tuition affordable.

MATTINGLY EDGE

Educational Trainings on Alternatives to Guardianships: \$5,000

Mattingly Edge develops partnerships that enable people with intellectual and developmental disabilities (IDD) to thrive at work, at home and in relationships. It also offers trainings and education on legal structures that help support people with IDD in the least restrictive manner. The LBF grant will fund trainings by Mattingly Edge, working in coordination with the Jefferson County District Court, Division of Guardianship, that will educate parents and school officials on less restrictive alternatives to guardianship, such as Supported Decision Making. These trainings will help families understand options available to them, other than guardianship, to support a person with IDD.

UOFL BRANDEIS SCHOOL OF LAW

Ackerson Law Clinic Mediation

Program: \$10,000

The Ackerson Law Clinic at the University of Louisville Brandeis School of Law offers students who have completed initial course requirements the opportunity for practical experience by representing clients under the supervision of clinical instructors. The Mediation Program allows students to apply their mediation skills to assist low-income clients on issues which traditionally complicate and delay judicial resolution of Family Court disputes — custody, visitation, child support. LBF funds will support and help expand this program designed to help the underserved population, to improve the efficiency of Family Courts and to enhance the practical skills of law students.

YMCA SAFE PLACE

YNOW Mentoring Program: \$2,500

YMCA Safe Place focuses on breaking the generational cycle of incarceration by providing youth who have an incarcerated or substance-dependent parent with a mentoring program that engages the youth with a one-on-one trusted adult. The program is designed to help the youth overcome those barriers to success that result from the loss of adult guidance and financial stability. LBF grant funds will support a focused mentoring program for youth impacted by parental substance abuse, overdose and death.

For more information on the LBF's grants process or to make a charitable contribution in support of the LBF's grantmaking activities, contact Jeff Been at (502) 292-6734 or jbeen@loubar.org.



2023 Summer Law Institute Wrap-Up

The LBA's Annual Summer Law Institute (SLI) was held from June 3 - June 10.

This program is a seven day, in-person day camp for high school students interested in a career in the law. Students who participate in the program must submit an application, a personal statement and a teacher recommendation to be considered. This year, 32 students participated from public and private schools from across the area, including Jefferson, Oldham, Kenton and Shelby counties in Kentucky, and Floyd County in Indiana.

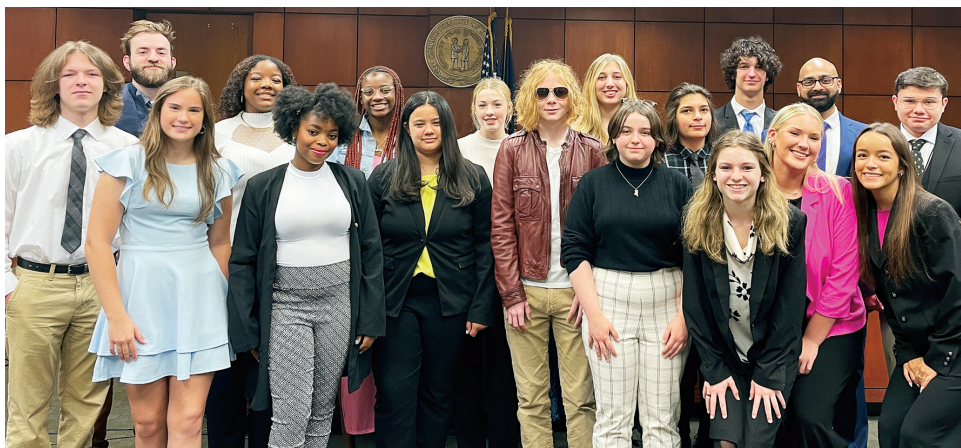
During the week, students had the opportunity to attend panel discussions featuring local attorneys and meet with judges, all while spending each day with the Bellarmine Mock Trial team to prepare for their own mock trial. At the end of the week, the students visited Jefferson County District and Circuit Court and U.S. District Court. This included guided tours and a networking luncheon in U.S. District Court where they were joined by LBA leadership who volunteered their time to meet with our students. The camp concluded on Saturday, June 10, where the students participated in a mock trial at the Hall of Justice.

The SLI is generously funded by the Louisville Bar Foundation. And thanks to the generosity of LBA members, we were able to award 10 scholarships to the class.

The SLI would not be possible without the support of those in the legal community who took time from their busy schedules to lend their expertise. A special thanks to Judge De La Guardia and Judge Faulkner, who presided over the mock trial. We'd also like to thank Shamir Patel, Bellarmine Mock Trial Coach; Lindsea Eggen and Norah Wulkopf, Bellarmine Mock Trial Team; and Andrew Chandler, Legal Aid Society, for preparing the students for the mock trial portion of the program. The mock trial is the highlight of the camp, and without their support, our students would miss out on this valuable opportunity.

Thank You to all the SLI Speakers

Emily Boston	Hon. Colin H. Lindsay
Andrew Chandler	James Mains
Ryane E. Conroy	Rep. Morgan McGarvey
Andi Dahmer	Fred Moore
Hon. Yvette R. De La Guardia	Hon. Annie O'Connell
Easton Depp	Ashley Peter
Hon. Karen E. Faulkner	Jameasha Pierce
Abigale Rhodes Green	Maegan Pirtle
Joe Gutmann	Heend Sheth
Tim Hamilton	Nicholas Stiegelmeier
Hon. Tanisha Hickerson	Jeremy Stochi
Amy DeRenzo Hulbert	Krsna I. Tibbs
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Laura Landenwich	Hon. Derwin L. Webb
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Labor & Employment Law Section

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Thank you!

We would like to express our gratitude to all the esteemed speakers, generous sponsors, dedicated planning committee members and enthusiastic attendees who contributed to the tremendous success of **The Carl A. Warns, Jr. & Edwin R. Render Labor & Employment Law Institute.**

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 Rudy J. Ellis, III, Dinsmore & Shohl, vice-chair

In Memoriam

DENNIS M. CLARE SR. died on Wednesday, July 5. He was a 1960 graduate of St. Xavier High School, where he played football, basketball and baseball. He graduated from Belmont Abbey College in 1965. Clare received a J.D. from the University of Louisville in 1968 and practiced law in Louisville until his death, focusing on litigation, immigration and international law. He was co-campaign manager for Mayor Frank W. Burke of Louisville in 1968 and for U.S. Representative Romano L. Mazzoli in 1970. He was Jefferson County Campaign Manager for Kentucky Governor Bert T. Combs in 1971.



LYNN HANSEL WANGERIN died Tuesday, July 4, after a three-year struggle with cancer. Wangerin attended the Kentucky Home School and Kentucky Country Day in Louisville, received a bachelor's degree in literature from Yale University, and a law degree from the University of Kentucky. She practiced law in Louisville for her entire career, most recently as a member of Stoll Keenon Ogden, which she joined in 1994. Her work focused on mergers and acquisitions, securities and corporate governance and equine transactions. She developed particular expertise in, and published many articles about, online data protection and privacy.



Know a Luminary of our Legal Community? Nominate them for an LBA Award!

The LBA is seeking nominations for its highest honors—the annual LBA Awards. Each year, we recognize our members who personify the best of our legal community with their work and professionalism. Do you know someone who deserves recognition? Read below for a description of each award and how you can make a nomination.

Justice Martin E. Johnstone Special Recognition Award

This award is the highest recognition bestowed upon an LBA member for outstanding participation and partnership within the legal community. An individual deserving of this award has made a significant impact in the Louisville community through professional or volunteer efforts and exemplifies what it means to be a lawyer.

Judge Benjamin F. Shobe Civility & Professionalism Award

Individuals receiving this award have consistently demonstrated adherence to the highest standards of civility, honesty and courtesy in their dealings with clients, opposing parties and counsel, the courts and the general public. They have shown sustained excellence through leadership in the profession.

Robert & Frank E. Haddad Jr. Young Lawyer Award

Nominees for this award must have been practicing as a trial lawyer—either criminal or civil—for less than five years. Nominees must demonstrate an ability to handle complex or unusual trials or appeals and they must have garnered the respect and admiration of the judiciary and of their colleagues.

Judge of the Year Award

This award is presented to a member of the judiciary who has shown judicial integrity and professionalism. A nominee for this award has contributed to the community by volunteering in civic organizations to help promote the image of the legal profession and has established a reputation for integrity, scholarship and professionalism.

Paul G. Tobin Pro Bono Service Award

This award recognizes the work of LBA members who have unselfishly given time to improve the quality of society through their legal work. Worthy nominees will be LBA members who helped deliver legal services to the disadvantaged through a pro bono program or cause.

Daniel M. Alvarez Champion for Justice Award

This award is given to a lawyer demonstrating a strong devotion to serving underrepresented individuals or groups by giving a legal voice to those who would otherwise be voiceless. These groups include, but are not limited to, the Hispanic and Latino communities, documented and undocumented immigrants, the LGBTQ community, incarcerated juveniles and indigent criminal defendants.

Judge Richard A. Revell Family Law Award

This award is presented to attorneys who have been in the forefront of new developments in the practice of family law. They have exhibited dedication to families and children through work both inside and outside the courtroom. Award recipients have made significant contributions to public service in the area of family law and have demonstrated innovation in the performance of their duties.

To Submit a Nomination

To nominate a deserving candidate, please submit a letter including the following:

- Your nominee's name and the award for which you are nominating him or her.
- Detailed information about how he or she meets the specific award's criteria.
- Information about the nominee's service to the LBA and the community.
- Any other additional details that will assist the committee in its deliberations.
- Both your and your nominee's contact information, address, phone number and e-mail.

Nomination letters and information should be submitted either via e-mail to Kristen Miller at kmiller@loubar.org or postal mail to: LBA Awards, Louisville Bar Association, 600 W. Main St., Ste. 110, Louisville, KY 40202.

NOMINATIONS ARE DUE BY FRIDAY, OCTOBER 6.

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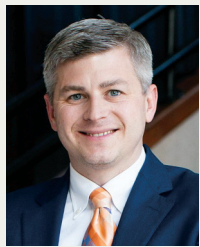


Member Appreciation & Awards Luncheon

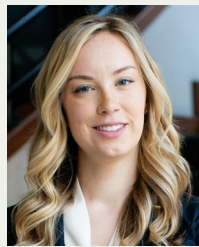
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Ice House 226 E. Washington St.



MEMBERS on the move



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Wicker

O'Bryan, Brown & Toner is pleased to announce that **Rachel Dearmond** has been named a partner with the firm. She received her J.D., *magna cum laude*, from the University of Louisville Brandeis School of Law, and is licensed to practice law in both Kentucky and Indiana. Dearmond represents clients in matters of complex civil litigation and has successfully defended healthcare providers and other individuals in high-risk cases through trial by jury and appellate practice. Her primary areas of practice include professional negligence defense involving healthcare providers and other professionals, long term care and nursing facilities, as well as the defense of property and casualty claims. Additionally, she represents medical professionals in matters before professional licensure boards in Kentucky and Indiana.

O'Bryan, Brown & Toner is pleased to announce that **Brent Dye** has been named a partner with the firm. Dye received his J.D., *magna cum laude*, from Northern Kentucky University Salmon P. Chase College of Law. Dye has exclusively practiced Kentucky workers' compensation law since 2006 and has handled more than 1,000 cases in his career. Dye served the Commonwealth as a workers' compensation Administrative Law Judge from January 2017 through July 2020. During his tenure, he successfully managed a consistent 400-plus case docket, held more than 850 Benefit Review Conferences, presided over 315 hearings and wrote 468 decisions.

Sheldon G. Gilman was selected as the 2023 recipient of the Bruce K. Davis award for meritorious service by the Kentucky Bar Association. The Bruce K. Davis Bar Service Award is given to attorneys who take time from their practices to provide personal, professional and financial support to the Kentucky Bar Association. Gilman recently retired from the active practice of law but remains involved in various law related matters. Gilman received his undergraduate degree from Ohio University and his law degree from Case Western Reserve University. After graduation from law school, he served four years as a member of the U.S. Army's Judge Advocate General's Corps with duty assignments at the U.S. Army Missile Command, the Office of the Judge Advocate General and the Office of the Secretary of Defense.

Christopher Harrell, Attorney at Law, PLLC has moved his office to 2520 Bardstown Rd., Ste. 8, Louisville, KY 40205—just one building over from his previous location. Harrell will continue to handle Social Security Disability and Jefferson Family Court cases. He will be able to host family mediations in person, by Zoom or by traveling to another office.

Kent Wicker, William (Bill) H. Brammell Jr. and Kayla M. Campbell are pleased to announce the opening of **Wicker / Brammell**, a litigation boutique focused on federal criminal defense, complex civil and business litigation, constitutional law, internal investigations and regulatory compliance. Wicker has been a courtroom attorney for his entire career, prosecuting and defending challenging, high-profile commercial and white-collar criminal cases in Kentucky and around the country. Brammell, too, is a trial lawyer. He defends individuals and businesses who have been accused of violating the law, public servants who have been sued while performing their job duties and individuals and small businesses in an array of other litigation. Campbell's entire career has been focused on federal criminal defense and civil rights cases. Wicker / Brammell is excited to help clients navigate difficult situations with confidence, experience and understanding—across the Commonwealth and beyond. ■

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THIS IS AN ADVERTISEMENT

Help Wanted

Through the LBA Placement Service

Legal Assistant:

Established defense litigation law firm located in downtown Louisville is currently seeking a full-time legal assistant. A minimum of two to three years of legal experience is preferred. Civil litigation experience is a plus. Candidates must possess excellent organizational and communication skills and have a proactive work ethic. Proficiency in Word and Microsoft Outlook, good typing speed with digital transcription experience required. Other duties include, but are not limited to, typing, formatting, editing and finalizing legal documents, making travel arrangements, scanning, interfacing with clients, file and calendar maintenance, scheduling, filing and general secretarial duties as assigned. Competitive pay and a professional work environment are offered. We are an equal opportunity employer. Hours for this position are 8:30 a.m. – 5:00 p.m. EST, Monday through Friday. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Family Law Attorney:

The LBA Placement Service is currently working with a well-established boutique law firm located off Westport Road that has a varied practice. They are currently seeking an experienced family law attorney with at least five years of experience to join the practice. Must be a licensed Kentucky attorney in good standing with a solid reputation. Salary is based on experience, plus benefits and perks. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Defense Litigation Attorney:

The LBA's Placement Service is currently working with a civil litigation firm, located on the east side of Louisville, that primarily does insurance subrogation and defense litigation. This office offers a great career opportunity for an attorney to obtain litigation experience. They would prefer one to two years of experience with civil litigation but will consider other applicants. The salary is commensurate with level of experience, with potential for pay raises and percentage-based pay in future years. They also pay malpractice insurance, agreed upon CLEs and two weeks' paid vacation (eligible for one week after six months; two weeks after a year of employment). Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Litigation Associate:

The LBA Placement Service is currently working with a regional law firm seeking to hire a litigation associate with at least three to five years of experience for their downtown Louisville office. The candidate must be licensed in Kentucky and in good standing with excellent references. They will be representing a broad array of clients in regulatory matters, general civil litigation and government enforcement actions with a focus on health care law, government regulations, constitutional law, business litigation and employment law. Salary commensurate with experience, plus a generous benefits package. Send resumes in MS Word format to the LBA Placement Service Director, David Mohr, dmohr@loubar.org.

Help Wanted

Through Legal Aid Society

Advocacy Director:

Legal Aid Society's Advocacy Director is retiring after decades of dedicated service. We are pleased to announce that Legal Aid Society is seeking to fill the role of Advocacy Director to work with the LAS team to continue the legacy of advocacy. The position of Advocacy Director is exempt and reports directly to the Executive Director. The position will remain open until filled, however, candidates are encouraged to apply by August 11, 2023, for fullest consideration. To apply, visit <https://yourlegaid.org/careers>.



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