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Fraternidad Juridica Internacional Phi Alpha Delta



APRIL, 1984

Options For The Young Lawyer

By Jay G. Foonberg (Brother Foonberg is a member of McKenna Chapter at UCLA and is a national authority on law practice economics.)

THERE ARE MANY reasons why a law graduate might consider employment other than as a traditional junior clerk or associate in an established law firm.

In some geographic areas, for example, the economics of lawyer supply and demand are closing the traditional opportunities unless a lawyer is either highly ranked in the graduate class and/or a graduate of a prestigious national law school. In some geographic areas, neither qualification is adequate to get a traditional job and, in other geographic areas, it is necessary to be both highly ranked and from a prestigious law school. Traditional job opportunities in some areas are extremely bleak or non-existent if a law graduate is low in the graduating class and/or is a graduate of a non-prestigious law school.

In California, a survey of young lawyers indicated that seven months after graduation, 44 percent of the lawyers in practice cannot get any work in any job, cannot get a job as a lawyer or don't have enough work to keep them busy.

For all lawyers who graduated in the 2½ years prior to the California survey, the figure is 30 percent. In the survey, only lawyers who were admitted to practice were considered, so the figures would be worse if those who failed the bar exam were included.

Some law graduates have no desire to go into a traditional legal job for a number of reasons. They may not like close supervision as a junior attorney or may not be willing to wait five-to-nine years to obtain a firm partnership. They may not like the everyday practice of law with its client pressures, peer pressures, economic problems or problems of handling cases and people outside of 9 a.m. to 5 p.m., Monday through Friday.

THE SUGGESTIONS in this article are the result of my several years as chairman of the American Bar Association's New Lawyers in Practice Committee of the Economics Section, as well as my experiences on the State Bar of California's Special Commission to Study the Assimilation of New Lawyers. Some of the suggestions were prompted by my experiences and participation in economic and tax programs in more than 40 states.

1. SELF-EMPLOYMENT. I formed my own law practice right out of law school after several years as a certified public accountant. The firm grew and I hired associates and eventually formed a partnership and then a law corporation. Before that firm was dissolved, I had five co-shareholders, 15 associates and approximately 50 non-lawyers.

Self-employment either alone, or in association or partnership with other lawyers, can be professionally and financially rewarding. If you think you might be interested, I recommend the book "How to Start and Build a Law Practice," published by the American Bar Association, 115 West 60th St., Chicago, Ill. 60637, Attn: ECP. The income from the sale of that book is divided between the Economics Section and the Law Student Division, and I have no economic interest in it.

2. HOUSE COUNSEL. This area of law is frequently referred to as corporate counsel or law division or similar titles. In my opinion this area of practice probably will be the largest-growth area for lawyers. Traditional law firms may be pricing themselves out of the legal market due to overpricing of their services, since a law division or house counsel can generally provide many if not all of the same services as the traditional law firm at much less cost. The higher cost of traditional law firms is due to many factors, including the refusal or inability of the traditional firm to adopt modern techniques and personnel management. Mismanagement of resources, which is prevalent

in traditional law firms, would not be tolerated in a corporate operation. Business consumers of legal services are now forming and enlarging their in-house legal staff. It has been said that a traditional law firm has a variety of clients with a variety of problems. This is definitely a growth area. Specific industries will be covered separately.

3. GOVERNMENT. Government, both state and local, has been in the past, and will be in the future, a major consumer of legal talent. It has been estimated that government at all levels from local to federal employs between 10 percent and 15 percent of all lawyers. There are as many different jobs as there are government agencies, some of these agencies hiring lawyers in areas where you might not ordinarily consider an attorney being used. Some of these areas are:

A. Law Enforcement. FBI and Treasury agents and IRS criminal investigators are examples.

B. MILITARY. The military services hires civilian lawyers to do work similar to the work done by the uniformed military officer lawyers. Contracts and litigation are common areas where military and civilian lawyers work side by side.

C. OTHER. Get a Washington, D.C. telephone book and a telephone book from your state capital and a local telephone book and simply send a form letter to the personnel section of each listing, asking if the department hires lawyers. It may take some time to coordinate timing of application, interviews and the ultimate hiring. Many jobs that require lawyers are not civil service and, accordingly, may not be subject to the usual procedures. This is why it is necessary to write to each agency and department separately.

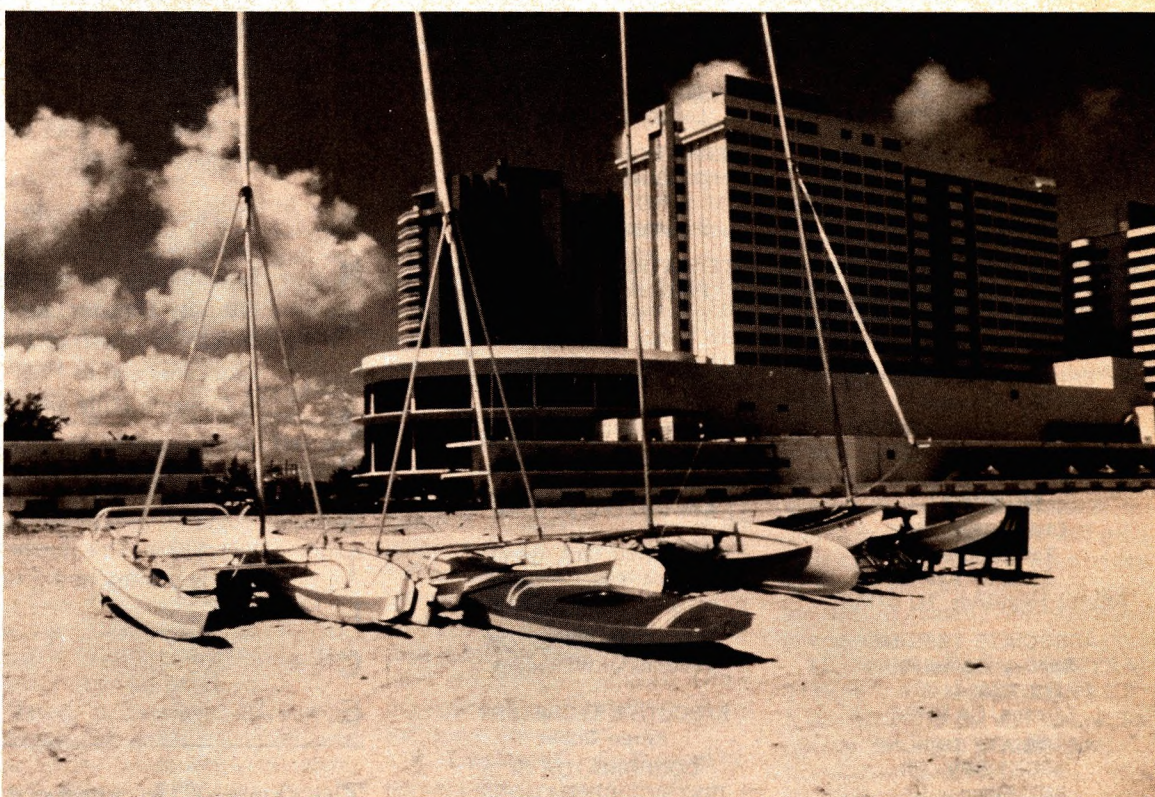
4. CPA FIRMS. After traditional law firms and house counsel, CPA firms may be one of the largest employers of lawyers. The international CPA firms tend to be the main employers, although certainly local CPA firms may also hire lawyers. Some of the common roles of lawyers in CPA firms are:

A. Tax Department. Even small local CPA firms often hire lawyers to work in their tax department. Typical work would include research and tax options given to a client or given internally to a department such as the audit department. The extent of lawyers actively in a CPA firm varies from firm to firm. In some, the attorney can go to Tax Court or to an administrative or local tax hearing, but not to a U.S. district court. In others, the attorney may review documents prepared by the client's counsel for tax effects. In still other firms, the attorney may draft legal documents.

B. Litigation Support or Litigation Services. Many CPA firms work closely with law firms to lend support in such areas as document analysis, or to assist a law firm in handling major litigation.

C. International. International

(Continued on Page 2)



FOUR DAYS OF RELAXATION coupled with Fraternity business awaits delegates to the 1984 International Convention. Headquarters hotel is shown above, the Konover Ramada Renaissance Hotel.

Three New Chapters Installed

The International Executive Board is pleased to announce the installation of three new law school chapters in recent weeks. The total of law school chapters now chartered is 168.

U. of Wyoming Chapter

The International Justice Charles H. Taylor and District Justice Doug Pooley presided over the installation of the first of the three new chapters at the University of Wyoming on April 11, 1984.

The University of Wyoming College of Law had a modest beginning in 1920. A faculty of three professors taught classes in their offices and graduated three lawyers in 1923. The college moved to its first separate building in 1953 and has occupied the current facility since 1977. The new building incorporates the best features of modern law school design, resulting in a superb environment for the study of law.

The college is relatively small by today's standards. A faculty of sixteen full-time professors instructs a student body of about 200. The college is approved by the ABA and its graduates are eligible for admission to the Bar in every state.

The new chapter has been named for Judge Fred H. Blume, an outstanding Wyoming lawyer, scholar, jurist and humanitarian. For 42 years he served as an Associate and Chief Justice of the Supreme Court of Wyoming.

The charter members of the new chapter are Vincent P. Foley, Allan S. Massey, Elizabeth R. Walsh, Jody E. Montgomery, Colin Simpson, Joe M. Teig, Steve Kissinger, Jeff Tenyson, Michael Barrash, Joel L. Seilg, Joyce Donald, Kay Sigler, Bret King, Felicia R. Brantz, Margaret L. Sommers, Nancy A. Spindler, Darhold W. Killmer, Res Bean, Raymond W. Martin, Algirdas M. Liepas, Stephen M. Kissinger, Margery B. Cozzens, Zane Moseley, Larry B. Kehl, and David R. Appgood.

U. of Puerto Rico

On April 27, 1984, District Justice Hector Mendez-Loucil installed the third PAD law school chapter in Puerto Rico at the University of Puerto Rico. The new chapter is to be known as Ernesto Ramos Antonini Chapter.

The 23 charter members of the chapter are as follows:

Nelson Rochet-Santoro, Antonio

PAD'S TO CONVENE IN MIAMI BEACH FOR INTERNATIONAL CONVENTION

PAD's from across these United States, Canada, Puerto Rico and Mexico will convene in Miami Beach, Florida on July 31st for the 45th Biennial Convention of the Fraternity.

The first Convention event will be the International Justice's Reception, which will be held at the headquarters hotel, the Konover Ramada Renaissance, Tuesday, July 31st from 7:30 to 10:00 p.m. Delegates are reminded that registration begins at 1:00 p.m. in the afternoon.

Local Arrangements Co-Chairmen Marvin Moss and Richard P. McCully advise that plans are nearing completion for an outstanding program of social events for all delegates, spouses and other attending.

Social events will include a Casino Royale night with buffet dinner, a cruise along Millionaires Row, and the International Awards Banquet.

One of the features of the Convention will be the chapter workshops which will have as their theme "The making of an outstanding chapter." Six workshops in all will be utilized

Filardi-Guzman, Feliz Molina-Diaz, Rafael Negron-Lopez, Francisco Ramon-Gonzales, Charles Bimbela, Carlos E. Rivera, Pylar Gomez, Lucienne L. Laureano, Charles Marrero-Combas, Gladys I. Flores-Rodriguez, Francisco Vilanova-Montalvo, Rafael Mayoral-Morales, Rochio Hernandez-Caussade, Milton L. Aponte-Arroyo, Mari Olga Rivera, Katheryne Silvestry, Mariangela Tirado, Ismael Molina, Maria L. Martinez-Lopez, Jose Rodriguez Suarez, Luis B. Rivera, Prof. Ivette Ramos-Buonomo.

(Continued on Page 2)

and will include topics such as the Utilization of Services Available from International, How to Increase Chapter Membership and Improve Chapter Image, How to Organize and Program a Law School Chapter, Participation in Law-Related Education, Working With Pre-Law Chapters and Becoming Involved with PAD Alumni.

Ten Convention Committees are scheduled to convene which will consider topics such as Audit and Finance, Constitution and By-Laws, Publications, Rules, Resolutions, Professional Responsibility, Alumni Advisors, Pre-Law Chapters, Credentials, and Professional Programming.

Very attractive rates have been negotiated with the Convention hotel. They are \$38.00 per room whether occupied by one or two persons. All rooms have either an ocean or a bay view.

The registration fee is \$70.00 for students and \$100.00 for alumni and will include tickets for all social events.

The reservation form below may be utilized for the making of reservations.

45TH BIENNIAL CONVENTION RESERVATION REQUEST

TO: Fredrick J. Weitkamp, Executive Director, Phi Alpha Delta Law Fraternity, International, P.O. Box 3217, Granada Hills, California 91344.

Please reserve a Single _____ Double _____ Twin _____ bedroom for me at the Konover Ramada Renaissance Hotel for the 45th Biennial Convention of PAD. My date of arrival will be _____ and my date of departure will be _____.

SIGNATURE (please print)

ADDRESS

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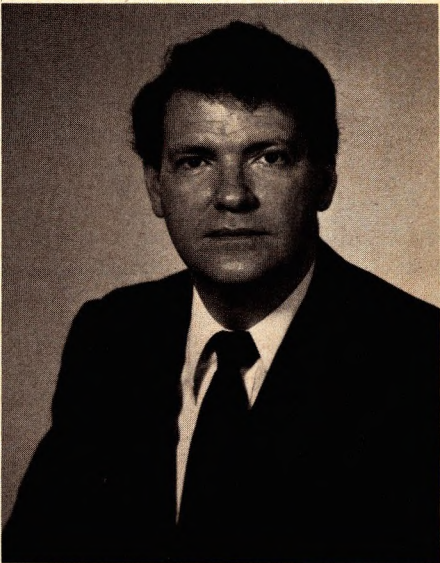
A RECORD YEAR NEAR!

As we move toward the end of the 1983-84 fiscal year we are moving toward a record year in a number of areas. First, with over 3,700 initiations already this year we will set a record for the number of annual initiations. This is especially noteworthy since it comes in the second year after a convention when traditionally the number of initiates are down.

More than just numbers, we have been increasing our national presence with new chapters in Laramie, Wyoming, Atlanta, Georgia, and Rios Piedras, Puerto Rico in the last few weeks alone. In addition we have established more new alumni chapters than in many years, and we have more than doubled our number of Pre Law chapters this year.

This record could not have happened without the outstanding volunteer efforts of our District Justices, and numerous special appointees such as Frank McCown, our Pre Law Director, and John Weitkamp, who has coordinated our District Justice operations. On behalf of all PAD's I extend our gratitude to those volunteers and to Fred Weitkamp and Karen Onifer as well as our entire Executive Office Staff in Granada Hills and Washington D.C.

During the past two years I have been privileged to lead PAD and to experience the enthusiasm for the ideals and principles of Phi Alpha Delta. From the members establishing alumni chapters in Fort Lauderdale and Albuquerque to the creation of our Touro Chapter in Long Island I have met students and alumni who believe in PAD and what our organization is trying to do. Our organization is healthy and growing and you can be proud to be a member of Phi Alpha Delta.



CHARLES H. TAYLOR

Fraternally,
CHARLES H. TAYLOR
International Justice

Touro Chapter Installed

On November 22, 1983 International Justice Charles H. Taylor presided over the installation of PAD's newest Law school chapter, that of Moshe Silberg at Touro Law School.

The law school received its accreditation from the American Bar Association and a group of students at the law school formed quickly to petition for a charter of PAD.

Touro College was chartered by the Board of Regents of the University of the State of New York in June 1970 and the charter of the college was amended in 1973 to establish a school of law. The school of law admitted its first entering classes in the fall of 1980 and it now has both a full time division and a part-time program.

District XV Justice Sandi Brooks met with the petitioners upon formation of the group and advised them throughout the petitioning procedure.

The charter members are Gary H. Abrams, Mark S. Andree, Bruce L. Bennett, David L. Berenbaum, Piedad Bernikow, Mark Carmel, Amy b. Cohen, Stuart A. Cohen, Lori D. Ettlinger, Dana B. Friedman, Dvaid Gabor, Rhonda F. Gelfman, Dorothy J. Green, Moishe Halberstam, Marilyn Janow, Arlene S. Kayatt, Shelley M. Kimbell, Linda Kurtzberg, Catherine Maggio, Patricia C. Marcin, Glenn Milgraum, Rosemary Perez, Herbert Prival, Richard D. Sanders, Faith Schoenholtz, Rosilyn Silverstein, Iris Shorin, Richard Sokoloff, Rosanne Titolo, Tina Taus, Ruth Tyszka, David Wagner, Olga Zachary, Kathleen M. Cruise, Alan L. Findel, Marcelle Matthews and Sherry Sarbofsky.

Three New Chapters

(Continued from Page 1)

Georgia State U.

The 168th chapter of PAD was installed May 5, 1984 at Georgia State University School of Law. Presiding over the ceremonies were International Justice Charles H. Taylor, International Vice Justice Stanley H. Kohn, and District Justice George Cox.

A colony of PAD was established at the law school in March of 1983. At that time, it was not yet accredited by the ABA but was expecting accreditation in a short time.

PAD's instrumentaling in establishing a colony group were Linda Earley Chastang, Chairman, Faculty Committee on Student Af-

Lawyer Options

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CPA firms often use attorneys in the international department's offices to assist in a variety of ways.

D. Management Services. CPA firms offer a variety of management advice to law firm clients such as assistance in data processing and word processing.

E. Other. As the number of undergraduate university business schools decrease, CPA firms are turning more and more to lawyers for a variety of types of work.

5. LAW FIRM MANAGEMENT. In my opinion, this may easily be the biggest growth potential for a lawyer who is willing to go back to graduate school to get an MBA in management. Some graduate schools of management, such as the University of California at Los Angeles, offer "executive retraining" programs designed to impart management skills to people trained in other professions.

Law firms that survive and prosper during the 1980s and beyond will be those firms that are well-managed. The others will gradually fall by the wayside, leaving many unemployed lawyers looking for jobs. Progressive law firms are now seeking professionally trained managers. A lawyer-manager will be able to legally and ethically get a percentage of the profits and capital of the firm. Given this incentive, law firms may prefer to hire management-trained lawyers to be the manager of the firm. By being able to offer an equity position, the law firm can retain the lawyer-manager for his or her entire career.

6. LAW FIRM CONSULTING.

This is similar to law firm management except that it is done by outside consultants. This again is a new area that may open up greatly in the

mid-1980s. The large international CPA firms may take the lead in this area.

7. GOVERNMENT REGULATION. This career does not yet exist in the United States. In Brazil, there is a profession known as "economista," but it is not equivalent to the American profession of economist. The economista has the responsibility of determining all government laws, regulations, etc., of the various administrative agencies that apply to the business. The economista is also responsible for advising the company on how to comply with these regulations. Normally, the economista is responsible directly to the president and occupies an important position within the enterprise. In some companies, the economista takes the place of house counsel. In other companies, the economista assists the regular house counsel staff. Since this profession does not yet exist in the United States, it is difficult to create a name for the position. Perhaps the title should be "corporate vice president, governmental regulations" or "governmental affairs" or some similar title.

8. BANKS AND INSURANCE COMPANIES. Banks and insurance companies are listed as a specific industry area of house counsel due to the fact that they require a large number of house counsel and, in my opinion, will require even more in the future as they grow in scope and size of operations and as government regulation of their activities increase. Many of the observations applicable to banks and insurance companies will also apply to other industries.

A. Litigation. Many banks and insurance companies maintain a litigation firm that ostensibly is outside counsel. These firms typically defend cases where the institution feels that the exposure is low compared to the costs of a defense, which could be high (relative to the exposure) if outside counsel were used. Often the lawyers employed in these firms are allowed to do additional outside work if they wish on their own cases so long as it does not interfere with their regular work loads. Insurance companies also use this type of firm for subrogation and banks often use the firms for routine

(Continued on Page 3)

tinuously in the Senate from 1933 until his death. He is the only Senator in history to have spent more than half of his lifetime in the Senate or come more closely to dominating its character and direction for a generation.

50 persons were initiated as charter members on May 5.

PADs In the News

G. Kendall Sharp, a member of Jefferson Chapter, University of Virginia, has been appointed to the United States District Court for the middle district of Florida.

Richard W. John, Vice President of Lawry's Foods, died March 5, 1984. A member of Ryan Chapter, University of Wisconsin, he was a past President of the Pasadena Chamber of Commerce.

Dennis D. Depew, a member of Green Chapter, has become a partner in the Depew Law Firm in Neodesha, Kansas.

Antonio O. Garza, a member of Taney Chapter, S.M.U., has become associated with the firm of Garza & Garza in Brownsville, Texas.

The recipient of an award as an Outstanding Young Woman of America for 1983 is **Yolanda J. Cannon**, a member of Greener Chapter, Texas Southern University.

Eileen S. Goodin is a principal in a law firm which specializes in Social Security Disability Claimant Representation and has offices in Columbus, Tampa, Florida and New Orleans.

Stephan J. Ross has been elected Treasurer of Bay Area Legal Services, Inc.

Ann L. Duckett, a member of Hughes Chapter, Denver university, has an unusual job sharing situation. She and Martha Ezzard are both attorneys with the firm of Bader and Cox in Denver, Colorado. They have a job-sharing arrangement that allows State Senator Ezzard to devote about half the year to the Colorado General Assembly while Ann Duckett handles legal work downtown. Then, when the legislative session ends, Martha Ezzard takes over and Ann Duckett can return home with her husband, state Senator Mike Callihan.

Debra L. Loya, a member of Juarez Chapter at the University of California-Davis, is active in Washington, D.C. in Women's Rights Legislative Work. She received a 1983-84 Women's Law and Public Policy Fellowship founded by the Renon Foundation.

Colin Charles Connelly, a member of Henry Chapter, University of Richmond, is the Inaugural Justice of the Virginia State Alumni Chapter. He is also Virginia State Coordinator for Law-Related Education.

Walter W. Eppes has become president-elect for the Mississippi State Bar. He is a member of Lamar Chapter at the University of Mississippi.

Guillermo A. Odio has relocated to Boca Raton, Florida, as International Contracts Manager with Burroughs Corporation.

Suzanne A. Littlefield, Ryan Chapter, University of Wisconsin, was recently appointed National Coordinator of the TRS-80 Users Group of the ABA Computer Committee which is a part of the legal economics section of the ABA.

The new Deputy General Counsel for Eli Lilly and Company is **Dale K. Lewis**, a member of Gunter Chapter at the University of Colorado.

Michael B. Cupit, Lamar Chapter, University of Mississippi is serving as Municipal Judge in Tyler-town, Mississippi. He formally was a professional musician with Lester Flatt.

Michael Harmon Traison, Humphrey Chapter, Detroit College of Law, is now associated with the law firm of Hertzberg, Jacob & Weingarten in Detroit.

Donald Veveska, a former Justice of the Chicago Alumni Chapter, has been re-elected as the Trustee of the Village of LaGrange Park, Illinois and is listed in the current edition of Who's Who in American Law.

Anne Rosenbach has authored an article entitled "Disclosure of Confidential Informant" under **Franks v. Delaware**. She is a member of Meck Chapter at Cleveland Marshall School of Law.

Howard P. Patinkin, Story Chapter, DePaul University, has been promoted to Assistant Deputy Superintendent of the Traffic Division, Chicago Police Department.

Christopher E.K. Pfannkuche is the current Assistant State's Attorney for Cook County, Illinois. He is a member of Webster Chapter at Loyola University-Chicago.

Henry Von Mompurgo, Temple Chapter, Hastings College of Law, is editor and publisher of "Chain Merchandiser" Magazine.

Judge Walter G. Bridges, a Bessemer Alabama Judge for 23 years, recently announced his retirement. He presently serves as District XIII Justice for PAD.

Anthony D. Blankley, Ford Chapter, Loyola University-Los Angeles, is presently serving as Associate Director, Planning & Evaluation, The White House, and received an Outstanding Young Man of America Award for 1983.

Theodore P. Halperin, Rapallo Chapter, N.Y.U., recently made a gift to Cardozo School of Law, Yeshiva University, from the assets of the estate of the late Richard Alexander.



RON LIEBERMAN

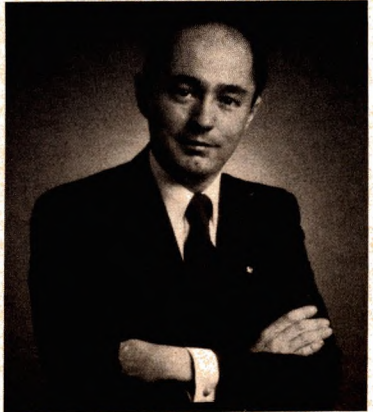
Emil G. Trott, Jr., Hammond Chapter, University of Iowa, recently retired from service as Research Director of the Iowa Supreme Court and has entered private practice with the law firm of Barrett & Trott.

Francis G. Wenzel, Jr., Burr Chapter, Dickinson University, is presently Contributing Editor for Products Liability Column of the Pennsylvania Defense Institute's quarterly publication called "Counterpoint."

Douglas W. Alexander, Harlan Chapter, University of Oklahoma, has been appointed to the Board of Directors of the Georgia Legal Services Program.

Ron Lieberman has been elected 1984 President of the Democratic Club of South Dade, Florida.

A past Justice of the Chicago Alumni Chapter and also past Justice of the Northern Illinois Alumni



JOHN PETER CURIELLI

Chapter, **John Peter Curielli** has been elected Secretary of the Board of Lake County, Illinois Crime Stoppers.

Recently promoted to Lieutenant Colonel in the Army Judge Advocate General's Corps, is **Percival D. Park**, a member of Jefferson Chapter, University of Virginia. He presently works as an Assistant Contract Law Officer in the Office of the Staff Judge Advocate, Fort McPherson, Georgia.

Elected a judge of the 25th Judicial Circuit of Virginia is **George E. Honts, III**, Staples Chapter, Washington & Lee University.

Richard Bryan Kramer, Frankfurter Chapter, Suffolk University, recently became Ex-

ecutive Director of the Bar Association of Baltimore City. He is a past Justice of Frankfurter Chapter.

John A. Blakemore, Jefferson Chapter, University of Virginia, recently retired from practice at the age of 89 years.

The Honorable **Malcolm Lucas**, formerly judge of the Federal District Court in Los Angeles, has been confirmed to the post of Justice of the Supreme Court of California. Judge Lucas, a member of the California judiciary for over 17 years, is well-respected in the legal community, and is considered an excellent choice for the post.

Lucas is a 1954 graduate of USC Law School, and a Ross Chapter Alumnus. He has been very active in the Los Angeles Alumni Chapter, and has been a regular at their annual Judges' Night Dinners to promote contact between students, alumni, and judges. He often loaned his courtroom to local District III chapters for initiations. His brother, the Hon. Campbell Lucas, also a Ross Chapter alumni, is a judge in the Los Angeles County Superior Court, and Clerk of the L.A. Alumni Chapter.

Lucas was appointed by Gov. George Deukmejian, a P.A.D. brother, who was his former law partner in Long Beach.

James A. Freeman, III, Lurton Chapter, Vanderbilt University, was one of the instructors at a recent Product Safety and Liability Prevention Workshop held at the University of Wisconsin.

The new Senior Counsel of the Federal Home Loan Mortgage Corporation in Washington, D.C. is **Marilyn R. Lowney**, Darrow Chapter, University of Maryland.

Christopher F. Burne, Burr Chapter, Dickinson School of Law, has been included in the 1983 edition of Who's Who in American Law Enforcement. He now serves as a Captain in the U.S. Air Force, Department of the Judge Advocate General, assigned to the 380th Combat Support Group, Plattsburgh Air Force Base, New York, as the Assistant Chief of Military Justice.

Karen Meyer-Kuhl, McCormick Chapter, University of San Diego, was recently involved in the House Ways & Means Committee's consideration of tax shelters. Considerable of her written material on Voluntary Employees' Benefit Associations was quoted in the Congressional Record.

R.B. Bertran, Vinson Chapter, University of Louisville, has practiced law continuously in Monticello, Kentucky since 1938, with the exception of time out for service in World War II.

Wayne W. Thomas, a member of Houston Chapter, South Texas Law School, was appointed Associate Dean of that law school January 1, 1984.

The presiding Judge of Northwest District of the Los Angeles Superior Court, **Joseph J. DiGuiseppe**, passed away April 5, 1984. A member of McKenna Chapter at U.C.L.A., he served on the Superior Court since 1973.

Rock Southward, Coke Chapter, University of Toledo, has been involved in an interesting project pertaining to unclaimed property. After 50 years the Federal Government determined to return the contents of 22,475 safe deposit boxes which were seized by receivers for national banks from 1921 to 1933. Brother Southward has located literally hundreds of owners of these safe deposit boxes after this long period of time.

B. Carl Buice, Jr., Fish Chapter, Mercer University, received a law degree from Mercer in 1957 and in 1975 was ordained as an Episcopal priest. He is currently practicing law and states that being a lawyer has helped him to be a better priest, and being a priest has made him a better lawyer.

Vernon W. Hunt, Jr., Ross Chapter, University of Southern California, has recently been elected a fellow of the American College of Trial Lawyers.

President Reagan named **Aulana**

Lawyer Options

(Continued from Page 2)

collection-type work.

B. Forms. Banks and insurance companies must generate a myriad of forms that have to comply with a myriad of regulatory rules and laws. These forms are more cheaply produced by house counsel or outside counsel for a variety of reasons.

C. Corporate. Banks and insurance companies frequently have multiple corporate subsidiaries or affiliates all of which require the typical corporate minutes, resolutions, etc.

D. Administrative Regulation Compliance. See "Government Regulation" above.

E. Securities Law, Bankruptcy. Secured creditor work, "workouts" (agreements between a debtor and a creditor when the debtor is in default), are common for banks and insurance companies because of the large number of investments they make. The complexity of creditor rights laws often requires an attorney to do the workout.

9. LABOR LAW.

A. Classic Labor Law. Both unions and management hire large numbers of lawyers to advise the union or the employer of the limits of permissible conduct. Union lawyers may also do various forms of workers' compensation law for their members when their members claim work-related injuries. Often the union lawyer represents both the union and the worker.

B. Employer Group Prepaid Insurance Plans. This area of law is often controlled by, or sponsored by, unions although certainly many non-union groups also have these plans. This is a new area of law where a group member pays or has paid by the employer a certain amount of money per year or month or hour. The "legal group" of lawyers agrees to provide a certain quantity of legal services in certain areas for some part of this fee. The theory is that the legal group will somehow lose money on every sale but make it up on volume or make it up on the occasional contingency fee. I seriously question the long-term economic viability of these plans on a long-term basis as currently constituted, but certainly this may represent an

Peters, Ross Chapter, University of Southern California, to the Securities and Exchange Commission recently.

PAD Governor **George Deukmejian** recently appointed **John A. Arguelles**, McKenna Chapter, U.C.L.A., to the Second District Court of Appeal in California.

Bruce A. Timmons, Campbell Chapter, University of Michigan, is serving as Legal Counsel to the House Republican Caucus, Michigan House of Representatives.

Wilber N. Baughman, Jay Chapter, George Washington University, is not only a 55 year member of PAD and 80 years young, but has a financially recognized "Model Learning Center" for inmates of the Montgomery County, Maryland Detention Center.

Former United States Senator **Frank Church**, a member of Borah Chapter, University of Idaho, died recently. A former presidential candidate and Chairman of the Senate Foreign Relations Committee, he served in the Senate for 24 years.



HONORABLE G. KENDALL SHARP, recent appointee to the U.S. District Court of Florida is shown receiving congratulations from PAD Strom Thurmond, Chairman of the U.S. Senate Judiciary Committee. In the center is Congresswoman Paula Dawkins, who nominated Judge Sharp.

area where an attorney can get some experience in "preventive law." Possibly in the future, these plans will be economically successful for the attorney. If the attorney considers that he or she is doing some form of "pro bono publico" work by accepting this type of employment, then certainly it should be considered.

10. LEGAL AID, POVERTY LAWYERS, LEGAL DEFENSE FUNDS, LEGAL CLINICS, STOREFRONT LAWYERS AND OTHER "PRO BONO PUBLICO" WORK. Typically the monetary compensation is low or non-existent, and to do this type of work one must be very highly motivated to provide legal services to people who otherwise might never receive them. To be happy doing this type of work you may have to have almost an "anti-establishment" frame of mind. Some of these activities go under financially, since rent, telephone, secretaries, etc., cannot be paid with high motivation alone. These kinds of "law firms" sometimes take on a case load far beyond their financial ability, with the result being a sometimes questionable quality legal job for a client with little or no ability to pay for the amount of work and resources required to do the job. You will get a wide exposure of work, but may not be able to give any one case or client the level or quantity of professional law required.

11. MEDIATORS, ARBITRATORS, COMMISSIONERS, ETC. Many people and companies are now turning to mediation and arbitration as an alternative to litigation. Many large corporations fund and submit to arbitration and mediation of consumer complaints. If you have some special skill outside of being legally trained, you may be able to serve as a well-compensated arbitrator or mediator. A call to your local American Arbitration Association office may be a good starting place.

12. EMPLOYMENT AGENCIES. Often a company will use an employment agency to find a lawyer for various reasons, including its inexperience in hiring lawyers. These agencies may be called "executive searches" or "headhunters" or by a variety of names. You should consider them but only if there is no fee to be paid by you. (The company should pay all fees.)

13. CONSIDER MOVING. On behalf of the State Bar of California, I made an informal survey of state bar groups to find out who was "importing lawyers." In my informal survey, I discovered that some states don't have enough local law school graduates to meet their needs and therefore, sometimes are attractive to lawyers from other states. These states are: Alaska, Arizona, Colorado, Delaware, Hawaii, Idaho, Indiana, Louisiana, Maine, Mississippi, Nebraska, Nevada, New Hampshire, New Jersey, North Carolina, North Dakota, Oregon, Rhode Island and Wisconsin.

* * *

The number of jobs available for non-lawyers in the non-traditional fields easily exceed the numbers available in the legal fields. You will have to use some imagination and ingenuity.

And, as my dear friend, J. Harris Morgan of Dallas (I consider him the greatest mind on the delivery of legal services), suggests:

Begin! The rest is easy.



March of Dimes check presentation — pictured at the check presentation are left to right: Fred Serpe, PAD President of the SBA; Wayne Dehn, Coordinator for the March of Dimes Chicago metropolitan area Telephone; Justice Roy Berg, Lincoln Chapter; and Vice Justice Mark Kanelos.



PARTICIPANTS IN DISTRICT II joint initiation ceremonies held this Spring.



SOME OF THE MEMBERS of Fleming Chapter at Nova University pose for *The Reporter*



New members of Hickman Chapter at the University of Houston.

Placement Desired

The PAD International Placement Director is continuing this column devoted solely to active and alumni members seeking employment in certain states or specified areas of law. For the convenience of the potential employer, the information is categorized according to the state in which the PAD member seeks to be employed. The identity of those listed will be released upon inquiry from interested employers. Please indicate the corresponding key number when responding to the column.

KEY NUMBER	DESIRED GEOGRAPHIC AREA	INDIVIDUAL'S BACKGROUND	KEY NUMBER	DESIRED GEOGRAPHIC AREA	INDIVIDUAL'S BACKGROUND
195	New York or Massachusetts	1982 graduate New England School of Law seeking employment in general practice. BS and MS in education; have taken Bars for NY and MA. Sixteen years background as school teacher.	208	MI, IL, KY, TN, PA, MN	J.D., 1983, Michigan Law School. Successful litigation experience with Legal Aid of Detroit. Michigan Law Merit Award, Economic Regulation of Business. Management experience in film theatre and community mental health organization. B.A., psychology, Michigan. Social Science and experimental design experience. Position sought in litigation or general practice firm, most interested in products liability, insurance defense, corporate and administrative law. Additional information upon request.
196	NY, CA, AZ, NV	J.D. 1981. Admitted to NY Bar 1982. Extensive administration and managerial experience. Seeks position with small to medium firm or business with growth potential. Personable, conscientious, imaginative, eager to learn. Excellent communicative ability. Currently in Los Angeles; willing to relocate. Special limited edition.	209	OH, PA, D.C.	November '82 J.D. from an Ohio law school w/work experience in public welfare, B.A. degree in Public Administration. Admitted Ohio Bar, taking Pa. Legal Internship in welfare, legal aid agencies, engaged in private practice. Interests in Administrative Law, Estate work. Seeks position with governmental agency or general practice firm. Creative, ambitious, enthusiastic, and capable of assuming responsibility. Resume and references available upon request.
197	Phoenix, AZ	10 years experience in trial and general practice of law. Good trial lawyer. Seeks position in private practice or government, Licensed in Arizona and Missouri.	210	No Geographical Preference	J.D. '80, Prof. Court Reporter, type 85+ w.p.m., 135+ shorthand w.p.m., B.S. in Business Educ., with MA in Planning and Public Administration from Pepperdine University. Strong administrative skills. Thorough knowledge of word processing. Seeks an Office Management position (clerical or administrative) with a law firm, corporation or governmental entity.
198	Chicago, California or Florida	J.D. 1983. Served on Law Review Editorial Board for three semesters as Associate and Executive Candidacy Editors. Received numerous law school awards for written and oral skills. Two summers of clerking experience. Seeks position as a litigator with great responsibility and room for the exercise of independent professional judgement. Resume and written sample immediately available.	211	North. IL, WI, North. CA, D.C.	June '84 J.D. candidate. Chapter Justice, Chicago area law school seeks a position as an attorney with a small or medium size civil practice firm. Clerking experience in divorce, with the Illinois Attorney General and in a legal clinic. M.A. in Public Administration. Experience in local government planning. Resume and writing sample immediately available.
199	Los Angeles	Articulate L.A. native, J.D. with M.B.A., seeks corporation or small to medium firm in entertainment, corporation or real property law. Experience in clerking, marketing and finance. New York Bar. California Candidate.	212	No Geographical Preference	1981 JD seeks private or governmental attorney position preferably with international law emphasis. Extensive experience including judicial clerkship with state supreme court justice and legislative position. Law Journal Editor, publication and moot court team captain. Resumes, references and writing samples available upon request.
200	San Francisco Bay Area	J.D. 1978, Hastings College. Active in private sector since August 1979; sole practice since September 1980; all in San Francisco. Seek position with small to medium size firm. Have law and motion, court and jury trial experience; administrative law experience. Excellent research and writing ability (law review based on writing skills); currently contributing to C.E.B. work-in-progress, will lecture for Rutter Group this spring. Willing to expand into new areas of practice. Resume, writing sample, references on request.	213	WY, MT, ND	Heavy criminal experience including appellate work and solid general practice experience in personal injury, domestic relations and general trial work. Seeks position in private practice. Licensed in Texas and North Dakota.
201	Anywhere in U.S.	J.D., Indiana University, 1982; Certificate, Russian Studies, Indiana University, 1982. Emphasis on International Business Transactions; willing to work in non-legal field such as business or finance; fluent in Russian; knowledge of Polish, Finnish, German and French.	214	NY	2nd year student seeking 1984 summer associate position. Top 1/3, Dean's List, Moot Court, published 3X in NYS Bar Association Publication. Presently clerking for Fed'l Judge. 1983 summer intern, Gen'l Litigation. 15 years practical experience including paralegal and accounting in following areas: Torts, Contracts, Tax Labor, R.E., Bankruptcy and Environmental. Executive Board of Law School PAD Chapter. Community involvement.
202	D.C., FL, GA, MD	'81 grad. Mercer U., also CPA, seeks position with gov't. agency or medium size law firm, criminal prosecution or defense, esp. in area of white collar crime. Experience includes tort litigation, computer fraud prosecution.	215	NY, NJ, CT	1983 LL.M. Trade Regulations, New York University, 1982, J.D. Dickinson School of Law, Articles Editor on Law Review, Admitted to NY and NJ Bar, Member of National Academy of Television Arts & Sciences, Copyright Society of the USA, Civil and Copyright Litigation, Corporate and Real Estate experience. Seeks position with entertainment law firm or corporation. Hard worker, reliable, good organizational skills, and friendly disposition.
203	Texas	J.D. 1983. Top 25%. Solid advocacy, research and writing skills. Moot court and trial ad teams. Published article. Interests include general civil litigation, personal injury, international law. Seeks position with firm of 2 to 25 attorneys with litigation opportunity.	216	Los Angeles	1963 J.D., M.A. (finance) from UCLA, young middle age, Captain, USNR, is a reserve stockbroker, has an AP commodities license, hoteling experience, and 12 years of landlord-tenant code business consulting. Published in 1983, earned two political science visiting assistant professorships, seeks a position in entertainment law, criminal law, or with a corporation. Likes working with people.
204	D.C., Ohio	J.D. 1980. Extensive experience in the construction industry and human relations management. Interested in labor law, insurance, corporations and banking. Seeks position with government agency, firm or business. Strong writing and oral skills, creative, enthusiastic, friendly and capable of assuming responsibility.	217	VT, NH	J.D. Dickinson May 1983. UVM Phi Beta Kappa. Interest in probate and real estate. Seeking position in general practice firm.
205	Cent. or So. IL, TX, OK	1983 graduate of University of Arkansas School of Law; emphasis in oil and gas and probate/estate planning areas; Illinois resident planning to take Illinois Bar in Feb. '84; Garland Chapter Vice-Justice; will start almost anywhere and not afraid to work.	218	Northern IL	June 1984 J.D. Candidate seeks associate position in general practice firm. Chapter Clerk, Chicago Law School; top 1/3 of class. One year general practice clerking experience with emphasis on personal injury and workers compensation. Excellent writing and organizational skills. Resume, references, and writing samples available upon request.
206	NYC, DC, SC, GA	J.D. American University May 1983, Vice-Justice PAD Brandeis Chapter, U.S. Dept. of State AID Legal Intern, A.U. Law Review Staff, Senior Editor A.S.I.L.S. International Law Journal, Dean's Fellow, Jessup International Moot Court Team, A.U. International Law Society Executive Board, Clerked 6 mos. for D.C. general practice firm. Language training: French, German and Russian. Education and experience in commercial law and international trade. Seeking position with firm having some amount of international practice.	219	TN, CT	J.D. 1983 seeks small to medium size general civil and trial practice firm. Strong advocacy, legal research, and writing skills. Special interests include insurance, probate and real estate.
207	Connecticut	May, 1983 graduate, Syracuse University College of Law. Seek position as associate with general practice or litigation law firm. Dean's List. Moot Court Board. Law School Courses included: real estate transactions, civil and criminal litigation, UCC, estate planning, taxation and bankruptcy. Two summers experience with Connecticut law firms. Bachelor of Science in Economics, Wharton School of the University of Pennsylvania, May, 1980. Majors in Accounting and Insurance.			