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ABA General Practice, Solo & Small Firm Division

NewLawyer

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The doctrine of the law then is this: that precedents and rules must be followed, unless flatly absurd or unjust; for though their reason be not obvious at first view, yet we owe such a deference to former times as not to suppose that they acted wholly without consideration.

—Sir William Blackstone, Commentaries Volume I, Section III, Page No. 7

Advocational Vocab

To be taken seriously, check your vocabulary on our vocab page, then test your colleagues. Check it out.

Legal Trivia

Who was the only person in American history to serve as a congressman, senator, cabinet officer, governor of a state, and Supreme Court justice?

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Practice Tip

If a lawyer determines that he or she will not represent a client either because the client does not retain the lawyer or the lawyer refuses the engagement, that lawyer should confirm in writing immediately that he or she will not represent the client and advise of any limitation periods.

Feedback

Tell us what's on your mind!

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Who is responsible for all this?


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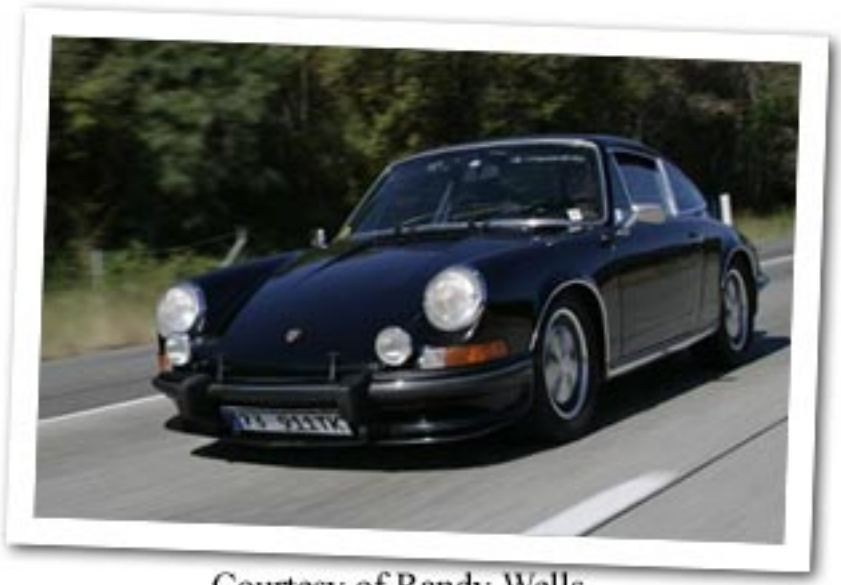
The Porsche Judge

By B. Bradford Kogut



Courtesy of Randy Wells

For me, there have to be rewards for working as an attorney other than doing a great job for the client. This is especially true for one with a solo practice who receives no paid vacation, and also has an insatiable need for speed!

I have always been interested in cars; sports cars, mostly. Six years ago, I decided to finally purchase and to get involved with classic cars. My interest was specifically with older Porsches. My hope was that I would experience many facets of classic car ownership, including club events, car shows, tours, autocross, and driver's education events. I have far exceeded my own expectations. I have had a great time (and not too expensive a time) with the cars and the people who own them.

I chose to become involved with older Porsches for their relative reliability and modest costs of ownership compared to the British or Italian car ownership experience. I also chose the Porsche marque (or brand, for noncar types) because Porsche sponsors the largest membership of any car club in the United States. The car club is the place to meet other owners, learn about your car, and to attend events.

I purchased a 1973 Porsche 911T. It was in decent shape, but would need a thorough restoration over time. After addressing the mechanical concerns, I began to take care of cosmetic issues, including new paint and a restored interior. This car is now worth approximately 67 percent more

than what I have invested. This is a tremendous success story in the classic car world.

After restoration, I showed this 911 at several concours events. I learned that I would never be able to keep my car as clean as the other entrants, so I trained to be a concours judge. Just like in law, it's often easier to be the judge!

Besides showing the car, I began attending driver's education events as well as touring the car with other folks from the club. These driver's education events range from learning defensive and avoidance driving skills to becoming certified to run your car without instruction at high-speed tracks. After several years of education, I have become certified to drive at several high-speed tracks in the Northwest and in California.

My car hobby may not have increased my legal acumen, but it's something I do outside the law that gets me out of the office and meeting new people, including other attorneys. Six years after getting serious about indulging my need for speed, I am still campaigning (or running, for noncar types) older Porsches. After taking some "hot laps" in a fellow attorney's Ferrari 308 GT4, I have caught the "Italian Bug." Perhaps I will take the plunge into an Italian marque next!

Kogut is a solo practitioner in the Seattle area whose practice emphasizes civil litigation. Mr. Kogut's most recent notable case was his successful representation of the "Jimi Hendrix House," which was to be demolished by the City of Seattle.

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Finding My Place in the Legal World

By Sara J. Seidle

Although a few more finals, graduation, and the bar exam still stand in my path to landing my first job in the legal profession, lately much of my attention has been focused on exactly that—my future career aspirations. My thoughts have largely centered on one question: what exactly do I want to do with my law degree? Although I have had a tough time of it, seeing how I can honestly say that I have enjoyed studying just about every area of law that has been presented to me, my goal for the past year has been to narrow my areas of interest, at least somewhat. I have succeeded in that goal, but I have yet to gain a clear picture of where I expect my legal career path to lead. I often struggle with the common interview question, "Where do you see yourself in ten years?" As the answer "Umm, I don't know" runs through my mind, I am usually able to come up with a vague but promising assessment of my career plans for the next five or ten years. But, each time I answer the question, I can't help but think about all those areas of interest and possible career paths I have left out.

In an effort to provide some focus to my own career ambitions, I recently set out to discover how many of the lawyers I know started off their law-related careers and the paths that led them to the positions they occupy in the legal field today. Although I must admit that the comments I received from a few of my elders were rather disheartening, most of the legal professionals I spoke to over the past few months seem to be quite content with their jobs. Whether they found their calling right out of law school, or took more of a meandering path to a professionally fulfilling position, most of them have happily found their niche.

I recently met a criminal defense attorney who said that upon graduating from law school the only thing that he was certain of was that he never wanted to set foot in a courtroom. He has now been practicing law for about five years, finds himself in at least one courtroom on a daily basis, and says he wouldn't want it any other way. Also, it seems that most law professors I have talked to didn't walk out of the bar exam with plans to teach torts or contracts to first-year law students either. A professor explained to me recently that she tried a number of different career choices before finding her place as a professor and director of a law school's clinical program. She worked as an associate at a law firm following law school. But for a woman who wanted to raise a family, she said the lifestyle that a law firm had to offer, with late nights and long hours, just did not fit. In an effort to find more of a work/life balance, she started practicing on her own. However, working as a solo practitioner, while more flexible, had its drawbacks for her too. Ultimately, though, she found a career that could provide her with the available family time she was looking for along with opportunities for professional success.

Seeking out the stories of those who have come before me has definitely been a worthwhile activity — not because I have a firmer grasp on where I expect my legal career path to go, but because I have less anxiety about whether I will end up in a place that is right for me. In talking to all of the individuals who seem to have found their niche in the legal profession in one way or another, I noticed one main theme running through their stories. Despite what each of them may have set out to do in the beginning, the positions in which they ultimately settled seem to have found them. Their dream jobs were not the result of lengthy job searches full of mass mailings to every law firm in the country, or long hours posting résumés to one of the popular Internet employment sites. Instead, it was personal contacts and the power of networking that helped many of them tailor their careers. Others explained that it is important to find something you are interested in and stick with it, even if it means doing the work that no one else wants to do. And, finally, something that all of them had in common was the importance that they placed on building a reputation. Ultimately, it was their attention to reputation that seems to have led to their success, or at least to their contentment.

Sara J. Seidle is a 3L at Duquesne University School of Law.

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Who Owns What?

By Lyza L. Sandgren

“I paid for it so I own it!”

“No you don’t. I created it so I own it!”

Sound familiar? Ownership, and just about anything related to intellectual property, is the current hot lunch and dinner party topic. With the advent of the Internet, John Q. Public has become sensitized to issues of ownership and branding like never before, and everyone wants to protect what they own or think they own. Unfortunately, even if you paid for someone to create something for you, there are many factors that determine whether you own it unconditionally.

A work created for or prepared by someone else usually falls under the copyright category of a “work for hire.” The Copyright Act of 1976, 17 U.S.C. sections 101 and 201(b), and in particular, the provision in section 101, essentially defines a “work made for hire” as either (i) a work created by an employee, someone who works at your place of business, uses your stuff, and takes home a paycheck from you after you’ve taken out taxes, or is (ii) a work created by an independent contractor, hired by you but who does not use your stuff or place of business to create the work, is not directly supervised by you, and pays his or her own taxes. That may sound simple but there is much more gray in that picture than black and white.

To illustrate, here’s a scenario:

A client hires an architect to create and draw plans for a new house. During construction, the client discovers the architect to be slow, obnoxious, and unresponsive in working with the general and subcontractors, as well as with the client himself, regarding changes in the plans. Eventually fed up, the client fires the architect. Angered at his dismissal, the architect refuses to hand over the mechanicals and other drawings, stating that he is the owner of the copyright. The client, believing the drawings to be his purchased property, threatens to take the architect to court unless the plans are returned. Who is the actual owner of the plans?

The answer is that it depends on what was written in their contract, assuming they had a contract. If the architect considers himself an independent contractor but the client considers him an employee, and their relationship is not spelled out in writing, the matter may become litigious.

In *Community for Creative Non-Violence* v. *Reid*, 490 U.S. 730 (1989—hereinafter, CCNV and Reid), considered the seminal case for deciding work-for-hire copyright ownership, a disagreement between two do-gooders over how and how often to display a large sculpture depicting a homeless family a la urban Nativity degenerated into a copyright brawl and a Supreme Court decision. Because there was no written agreement, and no discussion ever took place regarding copyright ownership, CCNV, a nonprofit organization dedicated to assisting the homeless, and Reid, a well-intentioned sculptor, ended up in court.

Reid was commissioned by, and donated his services to, CCNV, who picked up the tab for materials and staff wages. They collaborated on the design, and it was that collaboration and the outlay of monies that fueled CCNV's belief that CCNV owned the work. When Reid disagreed with their plan to aggressively tour the work and then refused to return it to CCNV, CCNV filed suit. The District Court found for CCNV, ruling that Reid was an employee, but that decision was reversed by the Court of Appeals for the District of Columbia Circuit, holding that Reid was actually an independent contractor, and due to the lack of a written agreement and any discussion regarding copyright ownership, the reversal was ultimately upheld by the Supreme Court.

Returning to our original scenario, ownership of the plans and the copyright are really separate issues. Work for hire relates only to the copyright and not the underlying work. The client may be entitled to receive the original plans, and an implied license may have been granted to make copies to achieve the purpose expressed in the contract, but the client still could be prevented from building the house if the architect chooses to terminate the license, again depending upon the contract terms.

If there is an express writing signed by both the client and the architect agreeing that the plans are a work made for hire, then the one commissioning the work—the client—is the author and copyright owner; that is, the architect *never* possessed the copyright, as it vested in the client when it was created. If the client is the one building the house, then the architect will have to release the plans. If there is no executed contract, or if one exists but does not expressly state that the plans are a work for hire, then the architect, if he or she is the author, holds the copyright.

We all know that not everyone plays well with others; hence, the need for written agreements. So in our scenario, who really owns the plans? It depends.

Lyza L. Sandgren, president of Sandgren Intellectual Property Paralegal Services, LLC (SIPPS), has specialized for 11 of her 21 years of legal experience in intellectual property. SIPPS presently assists attorneys throughout the United States and in Canada with their intellectual property filing, docketing, and maintenance needs.

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Metadata: What You Don't Know About Your Documents Can Hurt You

By Ken Rutsky

We are all guilty of it. You take an old document, cut and paste a few paragraphs, type in some new thoughts, save it with a new title, and email it out to a dozen people for their edits and suggestions. Pretty soon you are buried in multiple versions filled with hidden changes and comments from different authors. Sorting through these edits presents significant security risks that many companies are only beginning to realize.

Although huge steps have been made to increase the security of company information in recent years, hidden document information is often overlooked. Every time a Microsoft Word, PowerPoint, or Excel document is created and amended, invisible data tracking the author, document changes, editing time, and other document properties, or "metadata," are added to the document. For example, that original document you saved over and sent out for edits could have contained the name of the original author, along with the date it was first created. New edits could also be added to this metadata and, if not properly stripped, can lead to some embarrassing, or potentially damaging, information leaking outside the office walls. Other metadata, called UNC paths, actually can provide hackers with blueprints to your entire corporate network!

Understand the Different Types of Document Metadata

Microsoft Word's collaboration features, such as Comments and Track Changes, result in a significant amount of metadata being included in documents. Originally conceived to shed light on data, document metadata categorizes information to make it easier to track and find. When used properly, this metadata can be extremely helpful. It offers qualified readers the ability to view comments and previous edits that help build the most comprehensive document. But when used carelessly, metadata makes it easy for other people to find out details about the document and other privileged information that could harm the business, the individual handling the document, or the parties included in the document.

Metadata can be found in every Microsoft Office program, including PowerPoint, Excel, and Word. In all, there are about 20 different types of document metadata, including:

- Track changes: Inserted or deleted text you thought was gone
- Speaker notes
- Hidden cells
- Comments
- Your name
- Your initials
- Your email address
- Your company or organization's name
- The name of your computer
- The name of the network server or hard disk on which you saved the document
- Other file properties and summary information
- The names of previous document authors
- Document revisions
- Document versions
- Template information
- Hidden text
- Macros
- Hyperlinks
- Routing information
- Nonvisible portions of embedded Object Linking and Embedding (OLE) objects

Why Remove Document Metadata?

Every time a document is created, metadata is automatically added to it. Some of the information stored in the document may also be confidential (i.e., previous versions or information that may have been rejected or accepted) and may also expose businesses and individuals to hidden risks when it is emailed to people outside the company. The problem is not that metadata is added to a

document, but rather, it is often more difficult to remove the metadata once it has been added. And because this type of information travels with the document every time it is emailed to others, sensitive or confidential information may be transmitted unknowingly.

It is critical for every Microsoft Office user to understand how to eliminate the risk of document metadata. The following steps can ensure that documents that you send or share with others remain secure and confidential:

- Establish an enterprisewide metadata policy and deploy an enterprisewide metadata removal application
- Cleanse metadata *before* converting to PDF.
- Distribute final published documents in a secure, metadata-cleansed PDF format
- Consider sending documents in zip format with a zip password

Workshare, the leading provider of document integrity applications, has also developed products that enable users to get control of their documents' metadata to protect themselves and their businesses. Workshare's TRACE! product is a free document security tool that provides personal protection against information privacy and compliance violations in all documents. TRACE! can be run against any Microsoft Office document on a personal computer, company network, or on internal or external websites and can identify metadata risks. TRACE! is available for a free download at http://www.workshare.com/products/trace/.

Workshare also offers its Protect product, the industry leading document security application for Microsoft Office documents. Protect ensures organizations are secure from the embarrassment, financial risk, and liability of confidential information leaks—including metadata. Protect tracks hidden information in documents and ensures users can "clean" their documents before they email them, as they reside in a repository or before they go up on a website.

The program actually prevents users from accidentally sending out a document with hidden text, metadata, or track changes and comments embedded by completely removing this information from the document. In addition, Protect provides conversion to PDF (*and* content filtering of sensitive and regulated visible information, but that's a topic for a latter date!).

Ultimately, corporations today face risks from situations that are either under their direct control or from conditions that they might not even be aware of that put their corporation at potential harm. However, by taking the proper steps and applying the most comprehensive technology, these risks can be eliminated.

For more information about metadata and how to prevent document risks, log onto www.metadatarisk.org.

Ken Rutsky is the executive vice president of worldwide marketing for Workshare, the industry

leading provider of document integrity software applications for professionals. Ken has more than 20 years of experience in engineering, sales and marketing roles at IBM, Intel, Netscape and several software start-ups.

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The Joys of Billing: No Generous Gesture Comes Without a Cost

By Evan L. Loeffler

I am a solo practitioner, but I have an assistant who helps with many paperwork-intensive tasks that I hate, like copying and filing. All tasks related to billing, however (with the sole exception of mailing), are my responsibility. After three years on my own, it is a task I have come to loathe.

I recognize the necessity of sending bills in a timely manner. Few clients volunteer to pay without some prompting. There is also the matter of accounting for my retainer. I estimate that I review, print, and mail 150 or more bills a month, and that I spend an average of 2.4 minutes per bill. Thus, assuming no distractions, it takes about six hours to complete the billing process.

The task of reviewing, editing, printing, sorting, and finally mailing bills is sufficiently

disagreeable that I have designated the first Saturday of the month as billing day. This takes priority over social events, and I have declined more than one invitation to spend time with friends in order to make sure my bills are sent in a timely manner.

I have an attitude about being paid. My clients ask me to help them and agree to pay me for doing so. I will work late and on weekends to deal with my clients' problems in a timely manner. I like my clients to accord me the same consideration when paying their bill. Most of them do, but there are a few who need reminders and encouragement. Encouragement comes in the form of a one percent late fee I assess on all amounts more than 30 days past due.

There are times when circumstances work out that my bill is fairly small. In such cases it seems that I spend as much time opening the file and generating the bill as I did working the case. In one such case, I spent less than an hour meeting with a client, and drafting a letter to his landlord that solved his problem. At the end of the month I sent him a bill for $167.50. My client made two payments of $80.00 over the next two months. Every month for the next 9 months my billing program generated a bill for the remaining $7.50 plus eight cents in late fees, which I dutifully mailed to the client. I realized the client probably felt he could not be bothered with a bill for such a nominal amount. I felt, however, that I did the work he asked me to do, I did it well, and I should be paid for it. Eventually, I would be paid.

One day the client called me with a quick legal question. I answered the question in less than 15 minutes and he thanked me for my time.

"Go ahead and send me a bill," he said. "What do I owe you?"

"Funny that you should mention that," I said. "I'm looking at your account and you never paid your last bill."

"Yeah," he said. "I've been wondering why you keep sending me those bills. What do they mean?"

I had always thought a bill was self-explanatory, but I explained it anyway. "The bill was a statement of your account with me," I said. "The number at the bottom next to the words 'amount due' is the amount you are supposed to pay. Right now that amount shows a balance of $8.22."

"But I sent you money," he said.

"Yes you did," I agreed, "and I applied the money to the account, reducing it to the amount that says 'amount due.' The $8.22 amount now due is the amount you owe after accounting for the money you already paid me."

"So what do I owe you now?" he asked.

"$8.22."

"Does that include the work you did today?" he asked.

This question made me stop and stare at the telephone receiver incredulously. I could have explained to him that since the bill we were discussing was work that I did 10 months ago and I had not yet billed him for the time I had just spent. But, I could not, at that moment, think of a way of explaining this concept without using the words "moron," "retarded," or "imbecile." Using these terms is generally not beneficial to the nurturing of the attorney-client relationship. I considered simply writing off the $8.22, but backing out charges using my accounting software is a lengthy and complicated process that would take me longer than the time I had already spent on the telephone.

So, I decided to be nice.

"Tell you what," I said. "Normally I would charge you $40.00 for the time we spent today, but I won't charge you for it if you pay the $8.22 on your account."

The client considered this for a few moments and agreed to the proposal. The following day, true to his word, he arrived in the office in person and paid his bill. In pennies.

As I regarded the plastic baggie of loose pennies on my desk, I realized I had a fresh batch of logistical problems. Assuming there were 822 pennies in the baggie, it satisfied the bill. I was not, however, about to spend the time necessary to count and roll the pennies. Moreover, I knew that my bank generally did not accept deposits of pennies. Further, due to my incredibly bad judgment of having once dated one of the bank tellers (a story far beyond the scope of this article), I knew there was little likelihood of my getting any favorable special treatment.

I also considered what was necessary for me to get the $8.22. I had sent a total of 11 bills at 37 cents each. Thus, I had spent $4.07 to collect $0.72 in late fees. This did not include the cost of the other office supplies, such as laser toner, paper, and envelopes. Nor does this include the cost of my time in generating the bills. After adding the fact that I had written off $40.00 in order to be insulted by my client, I figured my net loss was close to $60.00. Moreover, I felt it was a fairly sure bet that my client would not be using my services in the future.

Eventually, I simply assumed the payment was really $8.22, took a draw for that amount, and put the pennies in a jar of loose change I keep on my dresser. Now, each morning when I dress for work, I see the jar and review the lessons I learned from this incident:

1. Clients can usually tell when you are calling them cheap or stupid, even if you do not use those exact words.
2. There are a lot of other lawyers out there, and most of them would have written off the

$8.22 and kept the client. My client is probably having his work done by one of them.

3. Late fees should be more than postage.
4. Do not date your bank teller.

Evan L. Loeffler is of counsel to the Seattle firm of Harrison, Benis & Spence, LLP in Seattle, Washington, where his practice emphasizes landlord-tenant relations and real estate litigation.

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The Old Man's Words of Wisdom

"I Once Had a Client . . . "

Mr. A was charged with DUI. (As in the TV Show *Law and Order*, the clients described here are purely a work of fiction, and any resemblance to actual clients is incidental.) When asked about his criminal history during the initial consult, he said that he had none: "I'm a security guard. I wouldn't have been hired if I had a record." At the preliminary hearing (which Mr. A "forgot" initially to attend), the Assistant DA pulled out a three-page rap sheet showing charges of retail thefts and sex crimes. What should have been a simple case turned out to be an all-out struggle to keep Mr. A from spending the night in jail on a bench warrant.

Mr. B was charged with assaulting his estranged wife with a gun. Initially he told his lawyer that it wasn't a gun at all, but that he only pointed at her with his finger. Later, as he related the events, he mentioned he picked up his gun and pointed it at her because he knew it wasn't loaded. "Oh, yeah, I guess I did point the gun at her after all!"

Then there was Mrs. C, who was applying for Social Security disability because she couldn't work because of a back injury and pain. At the hearing, she testified, "Well, I could work, but then who would fix meals and clean up after my two teenage boys?"

And finally, what about Mr. D, who brought a civil rights case because he was discriminated against by his government employer. All of the written correspondence and reprimands that he never told his attorney about must have been manufactured just before his deposition. Clearly they were setting him up. Sixteen letters addressed to his home in a small town over a two two-year

period, sent by four different people, all never reached him.

Each of us who deal with clients on a daily basis could tell similar stories beginning "I once had a client. . . ," and they may be funny, if the real life lies and half-truths didn't affect how we practice and how we look at clients. How many of us at a gathering of lawyers have participated in trying to top the other with a story about a bad client?

If you know about it, you can work with the client who has been married three times and never divorced. You know what you are getting involved in, and that knowledge allows you to be a good advocate, but the client who has secrets from his own attorney is another matter.

Remember—when you interview clients, it is important to interrogate them as you would an opposing witness on the witness stand, so you get all the facts. Otherwise, you will be like me, who can say "I once had a client who . . . "

— William G. Schwab
Learning the Law for More Than 29 Years

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Advocational Vocab

Test your vocabulary.

Do you notice the differences among the following?

ail	loan
ale	lone

Answers:

ail—(v.) to be in ill health	loan—(n.) something lent; (v.) to lend
ale—(n.) a type of beer	lone—(adj.) solitary

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Legal Trivia

Who was the only person in American history to serve as a congressman, senator, cabinet officer, governor of a state, and Supreme Court justice?

Answer:

James F. Byrnes

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Solosez to Celebrate Its 10th Birthday

New! Law Student Mentoring Certificate

Division Member Benefit—Joining Committees

Plan to Attend the 2006 Midyear Meeting—Free CLE!

Please plan to join us for the 2006 ABA Midyear Meeting in Chicago. The Division will hold activities Thursday, February 9 th, through Sunday, February 12th. Highlights include:

Friday —February 10th

- a mini Solo Day program with three hours of programming on “Protecting Your Practice and Being Proactive Against Natural Disasters” and “Promote Professionally: Technology to Propel Your Practice Forward”
- a Military Law Day with programming on “The Politicalization of Military Law” and an honorary luncheon
- a joint social activity with the Young Lawyers Division (TBA)

Saturday—February 11th

- additional CLE programs on "What Every Lawyer Needs to Know About Real Estate Leases" and a yet-to-be-titled Business, Bankruptcy, and Commercial Law Program

Sunday—February 12th

- the Solo and Small Firm Lawyers Breakfast Caucus to discuss current issues of importance to our constituency

There is no registration fee for the Midyear Meeting. The Hyatt Regency Chicago, the ABA Headquarters Hotel, is where the Division's activities will take place. You can register for the Midyear Meeting several different ways: online at www.abanet.org/midyear/2006, by fax, by mail, or onsite at the Hyatt. **The advance registration deadline is January 6, 2006.**

For more information on upcoming meetings and events, please visit http://www.abanet.org/genpractice/events/index.html.

Solosez to Celebrate Its 10th Birthday

Solosez, one of the ABA's most active and successful listserves, celebrates its 10th birthday this bar year. The listserv, now funded by the GP|Solo Division, is currently more than 1,600 members strong with an average of 150 posts daily. The Division already has plans in the works to celebrate this monumental accomplishment at the Division's 2006 Spring Meeting in Kansas City. Read more about Solosez listserv in the recent *ABA Journal* article "A Birthday to Celebrate: Solosez Is More Than a Place to Get Tips—It's Also a Community" by visiting: http://www.abanet.org/journal/redesign/11solo.html.

Announcing the 2005/2006 GP | Solo Law Student Mentoring Program

Although most mentoring programs are based on occasional meetings between seasoned practitioners and young lawyers, GP|Solo's Law Student Mentoring Certificate Program does more. The program, aimed to fill some of the gaps of traditional law school education, focuses on introducing law students to the practical aspects of being a lawyer through real world activities and the mentor's insight and guidance. Further, the program is flexible, enabling law students to pick their own mentors and tailor the program's criteria to their own interests.

In completing the nation's only law student mentoring certificate program, students will have established a strong relationship with their mentors, witnessed several legal proceedings of their choosing, and gained valuable insight to the things law school doesn't teach. Each student who successfully completes the program earns a certificate as a token of his or her accomplishment.

All GP|Solo Law Students are eligible to participate in the program. Law students are free to choose any licensed attorney practicing any legal area in any legal setting to serve as a mentor, regardless of the attorney's membership status with the ABA or GP|Solo. Students complete the program at their own pace, so long as all certificate materials are submitted by the April 19, 2006, deadline.

To learn more about the certificate requirements and to register for the program, please visit www.abanet.org/genpractice/lawstudents/mentoringcertificate.html.

Are You Fully Taking Advantage of Your Division Member Benefits?
Join Three Free Committees Today!

Do you know that GP|Solo Division members can join up to three committees free of charge? Committees are a great way for members to get active in the Division, including speaking and authoring opportunities. To find out more about our committees, visit www.abanet.org/genpractice/cmtees.

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