

WAKE BAR FLYER

Have You Complied With NC State Bar Rule 6.1 This Year?

WCBA Community Fair | October 10 5

VOL. XLI • ISSUE 5
SEPTEMBER/OCTOBER 2015

HONOR: A QUALITY ESSENTIAL TO AN HONORABLE PROFESSION



BY JUDGE ROBERT B. RADER, PRESIDENT,
WAKE COUNTY BAR ASSOCIATION

THIS YEAR THE WAKE COUNTY BAR ASSOCIATION will celebrate its 90th anniversary. One of the things that has made me most proud to be a member of this great association is the ongoing commitment to professionalism and promoting adherence to the highest ethical standards within the profession. When our founding fathers wrote and adopted the Wake County Bar Association Constitution in May 1925, one of the primary aims enumerated was to “maintain, promote and carry out the ethics of the profession.”

As members of what many of us would still consider to be the most honorable profession in the world, we should from time to time reflect on what makes the practice of law so honorable and what characteristics or traits we must exhibit to preserve and strengthen our great profession. While there are many qualities that are essential, I would strongly contend that honor is an essential element. So let's focus for a minute on the concept of “honor.”

What is honor? We hear the word used often in many different contexts. We hear it in titles and awards. The Medal of Honor is given for bravery or valor. When a boy scout earns the rank of Eagle it is presented at the Court of Honor. If you play golf and have the lowest score on a particular hole, you will have honors at the next tee. Academic achievements are often recognized in the Honor Roll. Schools have Honor Codes and some celebrate honor week. When you stand next to the bride you are the Maid of Honor. We routinely recognize our elected officials as “the Honorable.”

Hearing these terms reminds me of a story from some years ago when the late Judge Phil Redwine was presiding in court conducting first appearances for defendants who were arrested during the previous 24-hour period. As he conversed with each inmate he made sure they understood the charges, addressed the issue of counsel and set bond. As he worked his way through the docket,

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SAVE THE DATE! THE FALL SWEARING-IN CEREMONY IS SEPT. 30

THE SWEARING-IN CEREMONY COMMITTEE OF THE TENTH JUDICIAL DISTRICT BAR AND THE WAKE COUNTY BAR ASSOCIATION IS PLEASED TO ANNOUNCE THAT CHIEF JUSTICE MARK D. MARTIN OF THE NORTH CAROLINA SUPREME COURT WILL BE THE FEATURED SPEAKER AT THE WCBA/TENTH JUDICIAL DISTRICT'S FALL 2015 SWEARING-IN CEREMONY. THE CEREMONY, AT WHICH NEWLY MINTED ATTORNEYS WILL BE OFFICIALLY SWORN INTO THE BAR, WILL BE HELD ON SEPTEMBER 30, 2015 AT 2 P.M. AT THE FLETCHER OPERA THEATRE IN THE DUKE ENERGY CENTER FOR THE PERFORMING ARTS (2 E. SOUTH ST., DOWNTOWN RALEIGH). FOR QUESTIONS OR COMMENTS, PLEASE CONTACT EITHER OF THE COMMITTEE'S CO-CHAIRS – LISA LEFANTE AT LLEFANTE@BENDERLAW.COM AND JESS MEKEEL AT JMEKEEL@NCDOJ.GOV. WBF

UPCOMING EVENTS

WCBA FAMILY PICNIC • Sept. 11
Pullen Park, 4 p.m. until dusk

TENTH JUDICIAL DISTRICT BAR BREAKFAST
SERIES | TRUST ACCOUNTS • Sept. 16
Join us at Campbell School of Law, 7:30-8:30 a.m.

MEMBERS-ONLY OYSTER ROAST & BBQ • Oct. 8
Haywood Hall, 5:30 p.m. until dusk

THE BAR AWARDS • Oct. 29
NC Museum of History, 5:30 p.m. Silent Auction
Curtain: 7 p.m.

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WAKE COUNTY
BAR ASSOCIATION

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WAKE BAR FLYER

VOL. XLI No. 5 | SEPTEMBER/OCTOBER 2015

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MESSAGE FROM THE PRESIDENT

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Judge Redwine encountered a homeless person who answered to the name Major. Major was a regular in the jail and notorious for spending much of his free time imbibing wine and other alcoholic beverages. Judge Redwine, being curious as to whether Major might have served in the military, asked him in a very friendly way: "So tell me, what does the name 'Major' mean?" Major looked at Judge Redwine and promptly responded, "Oh Judge, it's just like that term 'Honorable' before your name; it don't mean nothing."

"It don't mean nothing." Perhaps what Major was saying is that there is more to honor than just a word or title. Honor is actually a way of life that is reflected in our day-to-day actions. In essence, you give meaning to the word honor through your actions in dealing with others with whom you interact on a daily basis. Honor is having a keen sense of ethical conduct. Too often in our profession I have seen incidents where an attorney's commitment to adhere to ethical standards is overcome by the desire to win. This many times leads to disciplinary action or other adverse consequences that could have been easily avoided. The Ancient Greek writer Sophocles once said, "I would prefer even to fail with honor than win by cheating." The WCBA & Tenth District Bar Creed of Professionalism states: "I will honor the requirements, the spirit and the intent of the Rules of Professional Conduct." The Creed goes on to say, "I will serve as an officer of the court, encouraging respect for the law and avoiding the abuse or misuse of the law, its procedures, its participants and its processes."

I believe honor is part of what makes us who we are. It comes from our innermost being and affects how people view us and how we view others. Honor is actually made up of numerous traits such as honesty, loyalty, trustworthy, integrity, respect, reverence, sincerity and the list goes on. Each of us possesses what is often referred to as a 'moral compass' that hopefully steers us in the direction of the highest moral principles. Some also refer to it as that "gut feeling." We have all heard the reference many times before, "Deep down in my gut I knew it wasn't right." We should listen to our gut and listen to our heart. If our heart and gut tell us it's wrong, then it probably is wrong. If our gut tells us it's right, then it probably is.

Honor has sometimes been defined as simply doing the right thing at the right time. That does not imply that we have to be perfect or without error to be honorable. Obviously, we all make mistakes. As I tell young people on a daily basis in juvenile court, the important thing is that we learn from our mistakes so that we do not put ourselves in that situation again. Doing the right thing will earn respect from our peers and others. Doing the right thing will help you to develop a reputation as an honorable person. One's reputation within the legal community and in life is extremely important and can take years and sometimes a lifetime to build. Sadly, a reputation can be damaged or lost in a moment. We should all be vigilant to protect our reputations and that of the profession.

As attorneys we should challenge ourselves to strive every day to be an honorable person. We should without waiver treat everyone that we encounter with respect and dignity, regardless of their position in life. We should help those who may not be able to help themselves. And, as simplistic as it may sound, we should adhere to that most basic of all guiding principles, The Golden Rule: *Do unto others as you would have them do unto you.* The Golden Rule, also known as the ethic of reciprocity, is such an important principle of ethics and honor that it is found in the scriptures of almost every religion in the world. When I have occasion to speak to new lawyers about the importance of civility and ethics in the practice of law, I always stress to them that the Golden Rule embodies the essence of what is required of them.

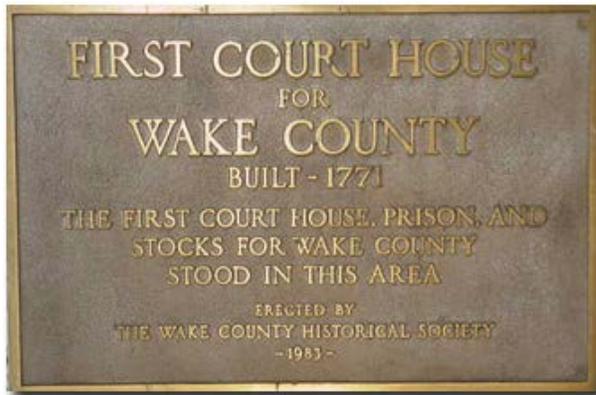
Being an honorable person also entails developing a reputation as reliable or dependable. The Creed of Professionalism states: "My word is my bond. Integrity is absolute. Fairness and civility are essential." The concept of "honor" requires strict adherence to the principle that "*Your word is your bond.*" Do what you say and say what you mean. Don't make promises that you can't keep. Don't make promises simply because you think your clients or others want to hear them. It is far better to

CONTINUED ON PAGE 3

A WINDOW INTO THEIR TIMES

HISTORICAL NOTES FOR THE WAKE COUNTY BAR

BY MARK THOMAS, PARTNER | WILLIAMS MULLEN



WHEN WE THINK OF THE HISTORY of the law in Wake County, we should remember not only the protections of the law, but also its penalties. Wake County's first courthouse was built in 1771 near the Joel Lane house, close to the present-day intersection of Boylan Avenue and West Hargett Street. On that same property stood a prison and the public stocks. A short distance to the south, just beyond today's railroad tracks, was a hill known as Gallows Hill for the public gallows erected there after the first courthouse was constructed. Many years later, when the present-day railroad cut was excavated, several skeletons were found near Gallows Hill and were believed to be the remains of men hanged there. Think of that the next time you drive over the Boylan Street bridge above the railroad tracks.

Sources: *Raleigh: Capital of North Carolina*, Writers' project of the WPA in the State of North Carolina; Elizabeth Reid Murray, *Wake: Capital County of North Carolina*.



A view of downtown Raleigh from the Boylan Street Bridge.

MESSAGE FROM THE PRESIDENT:

CONTINUED FROM PAGE 2

simply say “no” or refrain from making a promise than to make it and break it. Being an individual that others know that they can count on is part of being a responsible person and responsibility is at the cornerstone of honor.

Finally, we should all be reminded that honor is not a part-time concept. Adhering to the principle of honor is a way of life. We must live it every day in all of our interactions with others. Unlike a ship, it can be extremely difficult to get back on course once you have veered away from the path of

being honorable. Honor cannot be bought or sold. Honor cannot be achieved simply by acquiring a title, position or office. Honor is a large part of what defines us individually as a person and collectively it is what defines the legal profession.

So perhaps, Major was right. The act of simply saying that you are an honorable person, “It don’t mean nothing.” But actually being an honorable person - it means everything. [WBF](#)



Community Fair

FREE & OPEN TO THE PUBLIC
OCTOBER 10 | 9:30 A.M. - 1 P.M.

**HAVE A QUESTION?
ASK A LAWYER.**

**Free Legal Advice –
First Come, First Served**

• **Voter Registration**  • **Walk with a Doc**

*** Community Garden Activities ***

+ **Learn More About Becoming a
Patient at Alliance Medical Ministry**

Fun, Books & Games for Families 

JOIN US OCTOBER 10, 2015
from 9:30 a.m. until 1 p.m.
at Alliance Medical Ministry



101 Donald Ross Drive, Raleigh | Take the bus!
CAT Route 15 @ Donald Ross Drive/Peartree Lane

HAVE YOU COMPLIED WITH NC STATE BAR RULE 6.1 THIS YEAR?

BY JOHN SZYMANKIEWICZ | MATHESON LAW OFFICE, PLLC

HECK, DO YOU REMEMBER WHAT RULE 6.1 IS?

Rule 6.1 is your positive responsibility, as a North Carolina Attorney, to help give back to those less fortunate. It's Pro Bono.

Lots of attorneys and firms have ways of supporting Pro Bono work. But the Wake County Bar Association has teamed up with Alliance Medical Ministry to provide an opportunity for you to get in some Pro Bono or public service time and have a great time doing it: a day of service, fun, and legal advice to their patients and the local community.

On Saturday, October 10 from 9:30 a.m. to 1 p.m., the Wake County Bar Association will host its inaugural Community Fair!

The fair will be located at:

Alliance Medical Ministry
101 Donald Ross Drive
Raleigh, NC 27610
(off New Bern Avenue near WakeMed)

We will have several different areas where you can volunteer and get involved such as:

- Walk with a doctor (one-mile walk with patients)
- Work in the community garden
- Provide legal services similar to Call 4All (i.e.: consumer, immigration, criminal, domestic violence, landlord/tenant, worker's comp, personnel/employment, etc.)
- Voter registration
- Collection drives for office supplies, over-the-counter medicines and medical items that Alliance needs, as well as books for children

- Donations for prizes/giveaways for the patients and visitors
- Activities for kids
- A community education program regarding the lives of the economically disadvantaged in Wake County
- Read with community children who can then take gently used books we donate home with them

The goal for this event is to serve Alliance and our local community and to allow an opportunity for every attorney in the WCBA to participate, whether they're in a private firm, solo or work in areas of the government where they cannot provide legal advice to the public.

We need your help both the day of and in preparation for our inaugural WCBA Community Fair. And, remember, this is a family-friendly event, so bring the kids! Bring the family! There's something for everyone.

You may sign-up online through "Activate Good." Please visit <http://activategood.org/invite/55c35bca840ac> to volunteer. After clicking on the link, you will be prompted to create an account and join the WCBA's Activate Good Group. Once you are logged in, please visit the WCBA's group page. A list of all available volunteer opportunities can be found under "Projects."

If you would like to assist on the committee or be more involved, please feel free to contact the Community Fair Chair, Ashleigh Dunston, at ashleighparkerdunston@gmail.com.

For more details on the event itself, visit the Wake County Bar Association's website, Facebook and LinkedIn pages. **WBF**

VOLUNTEER ATTORNEYS NEEDED FOR THE WCBA COMMUNITY FAIR LAW CLINIC ON OCTOBER 10

VOLUNTEER ATTORNEYS ARE NEEDED IN THE FOLLOWING FOUR PRACTICE AREAS: Family Law, Criminal Law, Immigration and Debtor/Creditor. There will be two volunteer shifts of 1.5 hours each: 10 a.m.-11:30 a.m. and 11:30 a.m.-1p.m. If you are interested in volunteering or have questions, please contact: Meredith Cross (MeredithCross@ghdivorcelawyers.com); Stephanie D'Atri (stephanie.datri@gmail.com) or Ashleigh Parker Dunston (ashleighparkerdunston@gmail.com).

TO BLOG OR NOT TO BLOG: ONE LAWYER'S JOURNEY

BY CAREN ENLOE | SMITH DEBNAM



I AM A BLOGGER. My decision to blog was an organic one. No one forced me to do it. I came to the decision on my own and over time. I think to be successful at it, you have to do it for the right reasons and write about things that truly engage you. As an initial disclaimer, I should tell you that I am neither a young lawyer nor a particularly savvy technology/social media enthusiast. I don't understand why Snapchat is cool or why I can't expand the size of pictures on Instagram.

My journey into blogging started well before I wrote my first post. I was introduced to the concept of blogging by a young attorney who blogged every day. I was blown away by her energy. She was passionate about her practice and posted things every day. In talking to her, I quickly came to the conclusion blogging is not for everyone, and it certainly wasn't for me. There were A LOT of reasons not to blog:

Time Commitment. Blogging takes 6-8 hours a week.

The Self Discipline. To be successful and develop a following, you have to commit to blogging consistently.

Content. You have to find something you can write about regularly that interests you.

Writer's Block. My biggest fear. What if I can't put words to paper?

Technology. You have to create a website???

I quickly dismissed the idea of blogging as way too involved for someone of my advanced age. Blogging was obviously for the younger generation.

Still, the idea continued to nag me. I am primarily a consumer financial services lawyer. Since the birth of the Consumer Financial Protection Bureau (the "CFPB") and the recession, my practice area has witnessed a series of never-ending changes and developments. It is an exciting time to practice in this area and I love it, but staying current requires constant vigilance. I have to spend some time each day reading the CFPB, FTC and FCC sites, as well as case law in order to stay current. The more I read, the more the idea of blogging made sense to me as a way to achieve that.

THE YEAR LONG EXPERIMENT

My first step was a baby step. I changed my daily routine. Instead of following my beloved Tar Heel basketball team, I began to focus more on following the CFPB and the FTC. I also began searching for other blogs in my practice area and surfed them instead of sports feeds. I also began posting regularly on LinkedIn. The year-long experiment accomplished several things:

- First and foremost, it showed me that I could do it. It took me about 15-30 minutes a day to surf the websites I found most helpful.

- It helped me gauge how much content was available and if I were to blog, how broad or narrow my focus should be.
- I saw the frequency or infrequency at which others blogged;
- I saw where other blogs were focusing and which ones I tended to pay closest attention to;
- I became a much more serious student of my practice area and much more mindful of opportunities to expand my practice; and
- Finally, posting on LinkedIn had its own unique set of benefits:
 - It reinforced the notion that I could find something of value to share with others on a regular basis;
 - I learned what topics were of most interest to my contacts;
 - I began to develop a following; and
 - Others began to encourage me to blog.

PRELUDE TO A BLOG

By the end of the year, I was sold. I was going to be a blogger. In the two months preceding my blog going live, I took several steps to figure out how to go about blogging:

- I took a couple of CLEs sponsored by the NC Bar Association that discussed social media, marketing and blogging;
- I talked to friends who either blogged or were involved in their entities' blogs about their experience, particularly as to hosting the blog (i.e., should I host the blog privately and retain full control or should I have my law firm host it?);
- I read *Bloggers Bootcamp*. This is a great book available on Amazon and written as a blogging guide for dummies. It contains terrific insights as to how to set up a blog (which host sites are easiest), how to write effective posts and how to populate your blog with information.
- I developed an RSS Feed. It's not that hard and I just followed the instructions in *Bloggers Bootcamp*. I use feedly.com and used keywords to allow it to gather news items of interest.
- I got a Twitter feed. And no, I did not set it up myself – that's what teenage children are good for!
- I began drafting content so that when I went live, I could populate the blog with 4 or 5 posts out the gate.

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TO BLOG OR NOT TO BLOG

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THE BLOG GOES LIVE

My blog went live February 1, 2015 and is privately hosted on Blog Spot. My decision to host it myself came down to being able to control and own the content and to also post without having to have rights to my firm's website. Since then, I have written over 90 posts. I average anywhere from 2-4 posts a week depending upon what is going on news-wise and with my practice. Many of the posts are reposted through Twitter and LinkedIn. If the numbers are to be believed, the blog has had almost 5,000 page views and each entry averages 50 page views. Additionally, many of the same posts have had a similar number of views on LinkedIn. I've also been contacted by a national news source as a result of one of my posts and quoted in an article on the same topic.

TO BLOG OR NOT TO BLOG

I think the decision comes down to whether you can find a topic you are passionate about and that you can write about on a regular basis. For me, my practice area is one of constant change and there are a lot of newsworthy items to discuss. Six months in, I have found the value of blogging outweighs the time expenditure:

- Simply put, I am a better lawyer for doing it;
 - It eradicates the trap of surface learning we all do for the benefit of a single case.
 - It encourages me to be curious and ask the question of “why” and not simply accept case holdings.
 - I am a much better and quicker writer. The more you write, the better you get.
 - It encourages me to think more creatively regarding my practice and my clients' problems.
 - Knowledge is power. The more you know, the better you can serve clients.
- It heightens the visibility of my practice and expertise;
- I've developed countless new relationships with other lawyers, as well as potential clients because of my posts; and
- I have over 90 posts I can recycle into articles for my firm's website, for other publications, for presentations for trade organizations, etc.

Does it take some time to do? Absolutely, but I have found it well worth the time and I am a much better lawyer for doing it. I now have the same energy and passion for my area of practice as that young lawyer I met a few years ago had. **WBF**

Caren Enloe leads Smith Debnam's Consumer Financial Services Litigation unit. Her practice involves consumer financial services litigation and compliance, as well as creditor's rights litigation and bankruptcy. Caren can be followed on Twitter: @confinservlaw. She regularly blogs on consumer financial services litigation and compliance at www.consumerfinancialserviceslaw.blogspot.com.

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—Philip R. Miller III
Founding Partner, Blanchard, Miller, Lewis & Isley, P.A.



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SPONSOR THE 2015 LEGAL AID FUNDRAISER | OCTOBER 29, 2015

WAKE COUNTY BAR AWARDS PLANNING COMMITTEE | ADAM M. GOTTSEGEN, SPONSORSHIP CHAIR

THE EIGHTH ANNUAL BAR AWARDS show will be held on Thursday, October 29. This year, our evening will begin with a reception and silent auction at the North Carolina Museum of History followed by the Wake County Bar Awards show in Daniels Auditorium, located in the N.C. Museum of History. Our Bar Awards shows in years past have been a great success with last year being the most successful show to date. Last year we raised more than \$50,000 for Legal Aid and this year Legal Aid needs our help more than ever. As stated in years past, "Legal Aid Needs Your Help So Bad It's Not Funny."

A message to our membership from Legal Aid:

The Legal Aid of North Carolina (LANC) Raleigh office improves the lives of thousands of Wake County families each year. LANC's Raleigh attorneys represent domestic violence victims to obtain protective orders for themselves and their children, represent tenants to prevent illegal evictions, and help consumers fight back against fraud and scams. Last year, the \$50,000 raised from the Wake County Bar Awards allowed the LANC Raleigh office to fund an attorney for a year. Your support of the Wake County Bar Awards makes a life-changing difference for thousands of Wake County residents and their families. LANC is thrilled to partner with the Wake County Bar Association to make our community a better place to live.

We want to continue the success of this fundraiser for Legal Aid and the citizens of Wake County and cannot do it without your help and the help from members of the community. Legal Aid receives 100 percent of the funds raised through sponsorships, ticket sales and through the sale of our silent auction items.

This year's Firm and Individual Sponsorship Levels and Benefits include:

Platinum Firm Sponsorship – \$5,000

- Firm of the Year!
- Recognition in song
- 16 seats in reserved section
- Recognition as top-level sponsor in printed materials and promotional items before and after event
- Full-page ad in the program
- Recognition from emcee at podium as top-level sponsor

Gold Firm Sponsorships – \$1,500

- 12 tickets in a reserved section near stage
- 1/2 page ad in program
- Recognition from emcee at podium
- Recognition in printed materials and promotional items before and after event

General Admission tickets are also available for \$25 per person or \$40 for two tickets.

If your firm is interested in being a **Firm Sponsor**, please contact Adam Gottsegen at agottsegen@nichollscrampton.com or 919-781-1311. If you are interested in being an **Individual Sponsor** or purchasing individual tickets, please contact Whitney von Haam at (919) 657-1572 or whitney@wakecountybar.org.

Silent Auction

We will be having a Silent Auction again this year and are in need of donations. All donors of items for our Silent Auction will be recognized in the show's program. Any contribution made to our silent auction is tax deductible and the Foundation can provide a receipt for the donor's records. There is no minimum value on the items we are seeking and all funds raised through the auction go directly to Legal Aid. In years past, we have had donations including artwork, weekend getaways at members' vacation homes, gift certificates for a variety of businesses including restaurants, massages, spa treatments and museum exhibitions as well as other items sold by local businesses. We encourage you to reach out to your friends, family, neighbors or to your favorite business and ask that their business make a contribution. Alternatively, please feel free to contact Stephanie Poley at 919-863-8740 or SPoley@cshlaw.com and provide her with the contact information so that we can reach out to make the request for a donation.

This event has been successful in the past due to the generous contributions of our membership, local businesses and the dedicated members of the Legal Aid Fundraiser committee who undertake planning the event, writing, producing and performing the show and soliciting sponsorships and donations. Thank you to each of you for your support in the past and thank you in advance for your continued support of Legal Aid. **WBF**

WAKE COUNTY BAR AWARDS



MAY THE FARCE BE WITH YOU

Join us Thursday, October 29 at the North Carolina Museum of History for happy hour, silent auction shopping and musical satire performed by Wake County attorneys to benefit Legal Aid of North Carolina. Get your tickets today at www.wakecountybar.org.

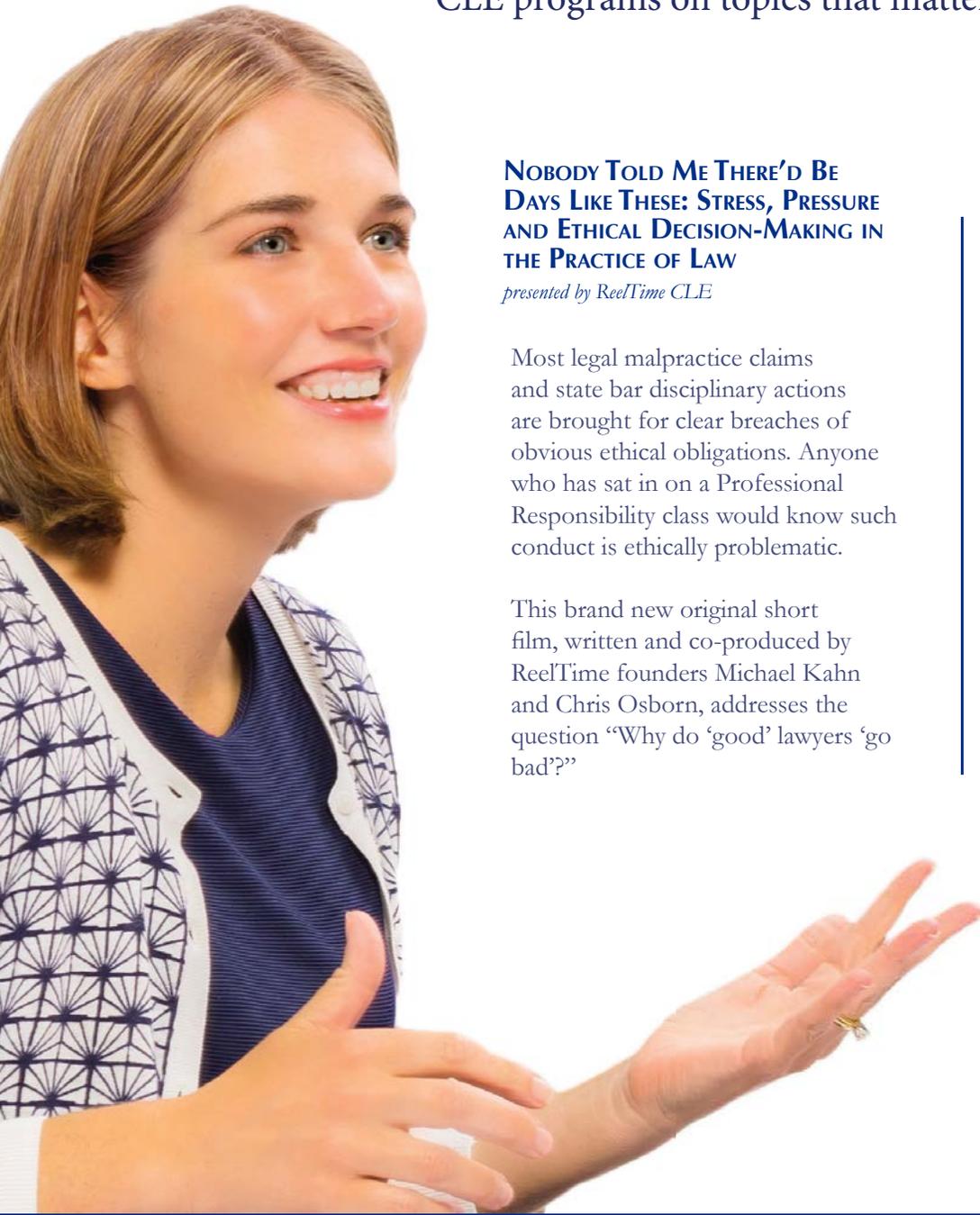
5:30 p.m. | Silent Auction
7 p.m. | Curtain

ATTORNEY AT LAW
MAGAZINE



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NOBODY TOLD ME THERE'D BE DAYS LIKE THESE: STRESS, PRESSURE AND ETHICAL DECISION-MAKING IN THE PRACTICE OF LAW

presented by ReelTime CLE

Most legal malpractice claims and state bar disciplinary actions are brought for clear breaches of obvious ethical obligations. Anyone who has sat in on a Professional Responsibility class would know such conduct is ethically problematic.

This brand new original short film, written and co-produced by ReelTime founders Michael Kahn and Chris Osborn, addresses the question "Why do 'good' lawyers 'go bad'?"

Put Into Practice: Risk Management Tips for Your Firm 2015-16 Schedule

Thu, Sept. 24 2015	Asheville
Fri, Sept. 25, 2015	Clemmons
Thu, Oct. 8, 2015	Concord
Fri, Oct. 9, 2015	Greensboro
Fri, Jan 15 2016	Cary
Thu, Jan 28, 2016	New Bern
Fri, Jan 29, 2016	Greenville
Fri, Feb 12, 2016	Wrightsville Beach

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SHOW ME THE MONEY

BY CAMILLE STELL, VICE PRESIDENT OF CLIENT SERVICES | LAWYERS MUTUAL

LAWYERS LOVE DOING LEGAL WORK, but they hate asking for money. Or so says a recent LexisNexis survey. LexisNexis surveyed lawyers to find out what's keeping them up at night. According to James Paterson, senior director of product management at LexisNexis, "Following up on collections or past due accounts is perhaps the least favorite law firm business activity, but it's incredibly important to a healthy law practice."

BY THE NUMBERS

- More than 73% of small firms have clients with past due accounts sometimes, most of the time or always.
- Nearly half of the responding lawyers said significant percentages of their clients – between 10 and 49 percent – are typically past due in payment.
- The reasons for past due accounts include client financial struggles, in-house billing problems, too much lag time between services rendered and clients being billed, the attorney's failure to ask for money after the retainer is exhausted while work is ongoing.

BEST PRACTICES

- Record your time as you do the task, record your time even as you travel outside of the office, and complete your time records at the end of the each day.
- Your time records are a way to communicate with your client about the status of the case; think carefully about your descriptions and rather than consider this a nuisance, consider it another client communication tool.
- Your time records are a risk management tool, use them to help you rather than hurt you in a client dispute.
- Invest in accounting software designed for the law office. If you need help finding a product that works for you, seek advice from Erik Mazzone or Joyce Brafford at the NC Bar Association's Center for Practice Management.
- Rather than offering discounts for services, consider offering discounts for fees paid within a shorter period of time than the typical amount due date.
- Invoice more frequently.
- Collect a reasonable retainer on the front end.
- Make it easy for clients to pay – accept credit cards or internet payment options such as PayPal in addition to cash and checks.
- Talk with your clients about their late payments rather than having a staff member send a form letter.

LAW FIRM IMPROVEMENTS

Use the information you gather during the billing process to improve your law firm. Do you know how much it costs you to deliver your services? Do you know the most valuable work that you do for clients or the area of practice that is most profitable? The answers are probably sitting in your billing records.

- Use your time and billing / accounting software to provide reports that help you better understand where your time is going (better time management for you) as well as what type of work is more profitable (better practice management for your firm)
- Use your accounting software to better manage your trust account. Consider using accounting software designed for law offices. TrustBooks, a cloud-based software program created by Raleigh CPA Tom Boyle, helps attorneys manage, record and reconcile their trust accounts. Tom frequently writes about trust account issues for Lawyers Mutual.
- One way to improve your practice may be to fire a few clients. You probably have one or more extremely difficult clients who will never be happy with anything you do. They typically don't pay their fees in full or pay late. Clean up your books by firing this client and writing off the money owed. Call one of our claims attorneys to walk you through the process of firing a client.

Use Lawyers Mutual's lending library to read a copy of *Winning Alternatives to the Billable Hour* by Mark Robertson or *How to Draft Bills Clients Rush to Pay* by Jay Foonberg.

Use these tips to improve your billing process, collect the money you've earned and in the process improve your relationships with your clients. **WBF**

WCBA MEMBER NEWS

Smith Anderson Partner Rose Kenyon Elected a Fellow in the College of Labor and Employment Lawyers

Smith Anderson is pleased to announce that Partner Rose Kenyon was elected a Fellow in the College of Labor and Employment Lawyers by the College's Board of Governors. Election as a Fellow is the highest recognition by the College of sustained outstanding performance in the profession. Only seven other lawyers in North Carolina have earned this distinction.



Ravenscroft Elects Caryn McNeill of Smith Anderson as First Female Board Chair

The Board of Trustees of Ravenscroft School has elected Smith Anderson Partner Caryn Coppedge McNeill as its new board chair. McNeill, who has served on the board since 2010 and has three children who attend Ravenscroft, is the first female board chair in the 156-year history of the school. She began her term July 1.



Robert Rehm of Smith Anderson Selected to Serve on Board of Directors of StepUp Ministry

Smith Anderson Partner Robert Rehm has been selected to serve on the Board of Directors of StepUp Ministry, effective July 1. StepUp Ministry is a nonprofit corporation headquartered in Raleigh that partners with adults and children in the shared goal of stable lives through jobs and life-skills training.



Kirk Warner Elected to Board of Directors of North Carolina Association of Defense Attorneys

Smith Anderson Partner Kirk Warner has been elected to serve on the Board of Directors of the North Carolina Association of Defense Attorneys (NCADA). Warner will serve a three-year term and joins the ranks of several Smith Anderson lawyers who have proudly served on NCADA's board.



Russell D. Babb Named Fellow of the American Bar Foundation

Tharrington Smith LLP is pleased to announce that Russell D. Babb has been inducted into fellowship of the American Bar Foundation.

15 Tharrington Smith Attorneys Included in Best Lawyers in America© 2016

Tharrington Smith LLP is pleased to announce that 15 of its lawyers have been included in the 2016 edition of Best Lawyers in America©, including three attorneys appearing on the list for the first time.

Representing the criminal law section of the firm are attorneys Wade Smith and Roger Smith, Sr., both of whom have been included in Best Lawyers in America© since its inauguration in 1983. They are both listed in the White Collar and Non-White Collar Criminal Defense sections of the Best Lawyers® lists. Doug Kingsbery (2005), Melissa Hill (2010) and Hill Allen (2012) are all three listed in the White Collar Criminal Defense section. Roger Smith, Jr., makes his first appearance in Best Lawyers America in the Non-White Collar Criminal Defense section in 2016.

The civil litigation section of the firm is represented on Best Lawyers in America© by Wade Smith and Doug Kingsbery, both included in the special Bet-The-Company Litigation section, along with Randall Roden (2013), who is included in the Intellectual Property Litigation section.

The education section of the firm is represented in the list by Jonathan Blumberg (2013), while the firm's family law mediation practice is represented by Fred Morelock (2006).

A full 70% of the firm's family law attorneys are included in the 2016 edition of the Best Lawyers in America List. They include Lynn Burlison (1995), Jaye Meyer (2001), Fred Morelock (2006), Alice Stubbs (2010), and Jill Jackson (2012), along with Steve Mansbery and Evan Horwitz, both appearing on the Best Lawyers in America© Family Law section list for the first time in 2016. [WBF](#)

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LESSONS FROM THE GRIEVANCE COMMITTEE

BY KATHERINE FRYE | FRYE LAW OFFICES, PA AND CHAIR, TENTH JUDICIAL DISTRICT BAR GRIEVANCE COMMITTEE

After almost five years of serving on the Tenth Judicial District's Grievance committee, I have seen many of the same issues come before us to review. Even though family law tends to be the legal subject matter of most of the disputes, there is really no subject area immune to complaint.

I have noted several themes that keep rearing their ugly heads. Hopefully my sharing these common themes will help you improve your practice so that you never have to be the subject of any investigation.

1. DOCUMENT, DOCUMENT, DOCUMENT

Whether it is jotting down a quick conversation with a client or saving your emails, it is important to document your work (billable or not) on a client's file. Often our disputes come down to "he said, she said" situations. As attorneys it is our duty to rise above the bar and not place ourselves in those situations. Document what you do, and document what you tell your client.

Documenting is not just your responsibility. Make sure that everyone in your office is documenting. In our busy worlds, we often divide and conquer, but it is our job to make sure that our support staff is properly documenting their conversations and work for a client.

2. SUPERVISE PROPERLY

Tying in nicely to the theme above is our requirement to supervise properly. Whether it is support staff or associate attorneys, we have a duty under RPC 5.3 (staff) and 5.1 (lawyers) to manage these people in a specific manner. These rules require "reasonable efforts" to make sure that everyone is following the Rules of Professional Conduct.

3. RETURN CALLS AND EMAILS

This complaint has lingered for as long as I can recall. With today's culture of immediate consumption, clients expect responses quickly, and we have the ability to respond quickly. Even with this higher expectation and easier ability to respond, the complaints persist. If a client is asking for a return call from an attorney, you need to make that call in a reasonable time. When the complaints reach the desk of the N.C. State Bar, I suspect the complaint is never just about a single phone call that was never returned; it is about a multitude of issues. Get ahead of the issue and make sure that you are communicating with your client. In my five years, I have not seen a happy client file a grievance.

4. ERR ON THE SIDE OF BEING CAUTIOUS

As a bar we should strive to avoid any air of impropriety. If there is a question about whether or not you could do something, I would humbly suggest that you first consider whether you should. It is not uncommon for our committee to discuss whether someone violated a RPC or whether someone did not use the best practice in the situation. We should all strive to meet the best practices standard in situations.

5. IF A CLIENT COMPLAINS, PAY ATTENTION.

Often the complaints we see involve a variety of alleged misdeeds, and the committee will review a variety of rules. In hindsight, though, it is easy to see where the train went off the tracks. The charge I am giving to you is to stop and reassess as soon as you see that you are off the tracks with a client. Whether the red flag is raised by your client's behavior or raised by someone else in your office, pay attention to it immediately. Many of these cases would never have been brought to the attention of the State Bar if proactive steps were made to address the red flags.

Our committee is charged by the N.C. State Bar to investigate and determine (based on full committee vote) whether there is probable cause to believe there has been a violation of the Rules of Professional Conduct. Our committee generally examines the same rules with most complaints. Specifically we examine RPC 1.1 (Competence), RPC 1.3 (Diligence) and RPC 1.4 (Communication) on a regular basis. My final request of you is that you read each of these rules today as a quick ethics lesson to start or end your day. **WBF**

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YLD NEWS

2015 YLD OFFICERS

PRESIDENT: JAMES HASH

SECRETARY/PRESIDENT ELECT: BRODIE ERWIN

TREASURER: SAM FLEDER

YLD SOCIALS

Take a break **September 10** – Join us at Crafty Beer (2003 Fairview Road) from 5:30 to 7:30 p.m. Our **Wednesday, October 7** social is in conjunction with a fundraiser for Teen Court (note this is different from our usual Thursday slot!) at Tir Na Nog (218 S. Blount Street) from 5:30 to 7:30 p.m.

We hope you will join us! Questions? Please contact Julie Cronin jcronin@msgattorneys.com or Chris Dozier chris@dozierlawfirm.com.

WE'LL SEE YOU AT THE HEALING PLACE

WE NEED YOUR HELP! Wake-YLD is hosting free legal seminars at The Healing Place of Wake County. The seminars will take place at either the Men's Facility (located at 1251 Goode Street, Raleigh, NC 27603) or the Women's Facility (located at 3304 Glen Royal Rd., Raleigh, NC 27617). We especially need attorneys that practice criminal defense, family law, tax, healthcare law or bankruptcy. If you are interested in volunteering or have questions please contact: Meredith Cross (Meredithcross@ghddivorcelawyers.com) or Lauren Golden (lauren.golden@elliswinters.com).

To learn more about The Healing Place please visit: <http://www.hpowc.org/>.

Upcoming seminar dates:

Men's Center Dates

September 16 at 4 p.m.

December 9 at 4 p.m.

Women's Center Dates

November 11 at 4 p.m.

YLD SPEAKER SERIES THANKS SHELBY BENTON

The YLD had the pleasure of hosting its second Speaker Series event of the year on September 2. The speaker was current NCBA President Shelby Benton and the moderator was former NCBA and WCBA President Catharine Arrowood. Shelby began her term as president at the annual convention which was hosted in Asheville this June. They touched on many topics which are relevant to young attorneys and law students including the current state of the profession and its future in the state of North Carolina. They have both advocated for attorneys to play a more active role in the political discourse in this state. Shelby spoke about her experiences as a young attorney and how she became involved in the NCBA leadership. They also encouraged young attorneys to take active leadership roles both through practicing law and in their communities. Catharine was appointed in May to the Commission of the Administration of Law and Justice by North Carolina Supreme Court Chief Justice Mark Martin. Catharine will play an instrumental role in the commission by serving as a co-chair. The YLD would like to extend its thanks to Shelby and Catharine for taking the time to participate in the event and to Campbell Law for its willingness to host the event. Please stay tuned for future events and make sure to follow the YLD on Twitter @WCBAYLD. Have a good Fall! **WBF**

BarCARES

Did you know that BarCARES also has resources for career counseling? Don't hesitate to call—no problem is too big or too small. We have a program ready to help you and your immediate family.

Call 919.929.1227 or 1.800.640.9735

PLEASE
JOIN US

THE YOUNG LAWYERS DIVISION OF
THE WAKE COUNTY BAR ASSOCIATION

invites you to participate in our

ANNUAL FOOD DRIVE COMPETITION

Collection period:

Monday, August 31 – Friday, September 18 2015

- ★ Special collection during the **WCBA YLD September Social** on **Thursday, September 10** at **Crafty Beer**—**Earn double credit** for each donation!



We will be collecting canned food from the Wake County legal community to benefit the **Food Bank of Central & Eastern North Carolina**. All members of the legal community from the courtroom to the classroom are welcomed and encouraged to donate canned/nonperishable food items. All donations will be tracked, and both the organization with the largest gross amount of donations and the organization with the highest per capita number of donations will be recognized at the October 2015 WCBA bar luncheon.

- ★ **New this Year:** The **WCBA YLD** will **pick up your donations!!** All you have to do is collect canned/nonperishable food items. Please contact the organizers to request pick up service.

If you do not have a canned food drive competition coordinator, or if you want to register your organization for the first time, contact the organizers listed below.

Thank you in advance for your support!



WAKE COUNTY
BAR ASSOCIATION

Elizabeth Timmermans eztimmermans@mcguirewoods.com
Jane Paksoy janepaksoy@gmail.com



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THE IMPORTANCE OF MENTORSHIP

BY MEGAN WEST | ASSISTANT DEAN OF EXTERNAL AFFAIRS, CAMPBELL LAW SCHOOL

Mentorship is now more important than ever in the growing legal profession. Provision 13 of the Preamble to the North Carolina Rules of Professional Conduct provides in part that “As professional colleagues, lawyers should encourage and counsel new lawyers by providing advice and mentoring.” It is important to teach protégés or mentees professionalism while providing legal experience and building confidence in their ability to practice. Mentorship also provides seasoned attorneys an opportunity to pass along important lessons and skills that will also serve to elevate the profession as whole.

Campbell Law School and the Wake County Bar Association (WCBA) have recognized a need in the local legal community to mentor law students and newly-admitted lawyers and, as a result, created the Campbell Law Connections Mentorship Program. To do this as effectively as possible, both Campbell Law and the WCBA considered the following three objectives to dictate the purpose of the program:

- 1) to foster in law students and newly minted attorneys (mentees) a more complete understanding of the ethical and professional standards of the legal profession and provide a roadmap to live out those standards,
- 2) to better clarify those standards by providing real world learning experiences and ethical discussions with highly respected members of the local bar, and
- 3) to prepare these students and newly minted attorneys (mentees) for the transition from the classroom to the profession by demonstrating for them how to use the practical skills they have learned in law school at the highest level.

Mentoring is particularly important in the legal profession as it provides a manner in which new members in the profession can learn and benefit from the knowledge and experience of those who have gone before them. According to Dr. Lois J. Zachary, author of *The Mentor's Guide*:

Mentoring is best described as a reciprocal and collaborative learning relationship between two (or more) individuals who share mutual responsibility and accountability for helping a mentee work toward achievement of clear and mutually defined learning goals. Learning is the fundamental process, purpose, and product of mentoring. Building, maintaining, and growing a relationship of mutual responsibility and accountability is vital to keeping the learning focused and on track.ⁱ

Mentoring, at its fullest, is a self-directed learning relationship, driven by the learning needs of the mentee.ⁱⁱ

Our study of the available scholarly research on mentoring identifies four functions of mentoring: career mentoring, psychosocial mentoring, role-modeling mentoring and professionalism mentoring.ⁱⁱⁱ The Connections program promotes

that these four functions are necessary for a well-rounded successful mentorship relationship, and it's our hope that all Connections' mentors choose to include all four functions in their relationships with mentees.

Career mentoring function – directly assists a mentee's career advancement. While Connections is not about obtaining mentees' full-time legal employment, a good mentor will help mentees “learn the ropes” and prepare them for hierarchical advancement within the profession.^{iv} “These behaviors include coaching protégés, sponsoring their advancement, increasing their positive exposure and visibility, and offering them protection and challenging assignments.”^v Within the career mentoring function, mentors should help mentees develop:

- a. Networking skills, while marketing the mentee internally and externally at the mentor's place of work;
- b. The ability to initiate and grow successful mentor relationships;
- c. Career planning and implementation, including the practical knowledge of obtaining that first job and how recognition and advancement work within the legal profession;
- d. Teamwork skills with staff and other attorneys; and
- e. Self-organization and time management.^{vi}

Psychosocial mentoring function – directly assists a mentee's identity and professional and personal growth.^{vii}

Kathy E. Kram writes that:

Psychosocial functions build on trust, intimacy, and interpersonal bonds in the [mentor/mentee] relationship and include behaviors that enhance the protégé's [mentee] professional and personal growth, identity, self-worth and self-efficacy. They include mentoring behaviors such as offering acceptance and confirmation and providing counseling, friendship, and role-modeling.^{viii}

Role-modeling mentoring function – directly assists a mentee's development of professional standards. “[T]he central theme of the role modeling mentoring function is ensuring that the protégé [mentee] develops professional knowledge and skills that at least satisfy minimum professional standards and at best substantially exceed minimum standards.”^{ix} A mentor as a role model greatly influences how a student learns the “relationship skills and applied knowledge necessary for professional competence.”^x Utilizing the role-modeling function, the mentor should assist the student through observation and discussion of the following skills:

- a. Ability to acquire and retain clients;
- b. Understanding and conducting litigation;

THE IMPORTANCE OF MENTORSHIP

CONTINUED FROM PAGE 17

- c. Counseling;
- d. Negotiation;
- e. Diagnosing and planning solutions to legal issues;
- f. Instilling others' confidence in the lawyer; and
- g. Practice management.^{xi}

Professionalism mentoring function – directly assists a mentee “to internalize the principles of professionalism.”^{xii} In a peer-review profession like the legal profession, it is beneficial to separate the role-modeling mentoring function from the professionalism mentoring function to emphasize the importance of the professionalism function.^{xiii}

Neil Hamilton and Lisa Montpetit Brabbit write that:

The peer-review professions are those occupations where there is an unwritten social contract whereby society grants to practitioners rights of autonomy and self-regulation in return for the profession's commitment to the principles of professionalism, including effective peer review. Mentoring in many occupations will have a role modeling function but mentoring in a peer-review profession has a *unique additional obligation*.^{xiv}

Scholarly research has shown that different mentoring functions predict different mentee outcomes.^{xv} For instance, the career mentoring function positively impacts the mentee's future career compensation and advancement, while the psychosocial mentoring function plays a larger role in the mentee's satisfaction with the relationship.^{xvi} Both career and psychosocial mentoring functions help mentees with job and career satisfaction.^{xvii}

Research and studies also prove that mentees should receive mentoring from a set or “constellation” of developmental relationships – in short, from more than one mentor.^{xviii} And that the composition and quality of a mentee's entire constellation of mentors account for their long term career outcomes such as retention and promotion.^{xix}

Campbell Law Connections mentorship program kicked off its 2015-16 season in August, and is open to third year students at Campbell Law and newly minted attorneys in the Wake County Bar Association and Tenth Judicial District who have been practicing fewer than three years.

Connections is always looking for mentors who have been in practice at least five years and are members of the Tenth. If you are interested in participating either as a mentee or mentor, please contact Connections' director Megan West at westm@campbell.edu. **WBF**

END NOTES

- i. LOIS J. ZACHARY, *CREATING A MENTORING CULTURE: THE ORGANIZATION'S GUIDE 3* (Jossey-Bass: A Wiley Imprint, 2005).
- ii. *Id.*
- iii. KATHY E. KRAM, *MENTORING AT WORK: DEVELOPMENTAL RELATIONSHIPS IN ORGANIZATIONAL LIFE* (Scott, Foresman and Company, 1985); Neil Hamilton & Lisa Montpetit Brabbit, *Fostering Professionalism through Mentoring*, 57 J. Legal Educ. 102 (2007).
- iv. BELLE ROSE RAGINS & KATHY E. KRAM, *THE HANDBOOK OF MENTORING AT WORK: THEORY, RESEARCH, AND PRACTICE 5* (Sage Publications, Inc. 2007).
- v. *Id.* at 5.
- vi. Hamilton et al., *supra* note vi, at 107-08.
- vii. RAGINS et al., *supra* note vii, at 5.
- viii. *Id.*
- ix. Hamilton et al., *supra* note vi, at 108-09.
- x. *Id.* at 109.
- xi. *Id.*
- xii. *Id.*
- xiii. *Id.*
- xiv. (emphasis added).
- xv. RAGINS et al., *supra* note vii, at 5.
- xvi. Tammy D. Allen et. al., *Career Benefits Associated with Mentoring for Proteges: A Meta-Analysis*, 89 J. of Applied Psychology 127, 132 (2004); Connie R. Wanberg et al., *Mentoring Research: A Review and Dynamic Process Model*, 22 Research in Pers. & Human Res. Mgmt. 39, 47 (2003).
- xvii. Allen et al., *supra* note xix.
- xviii. KRAM, *supra* note vi, at 181.
- xix. Monica C. Higgins et al., *Constellations and careers: toward understanding the effects of multiple developmental relationships*, 22 J. Organiz. Behav., 223 (2001).

The Wake County Real Property Lawyers Association meets for lunch and a brief program on the third Wednesday of each month at the Carolina Country Club from noon to 1 p.m. The September speakers will be Tom Morgan and Gary Thompson, who will be discussing the North Carolina and South Carolina boundary issue. Please contact Ashleigh Black at ablack@rl-law.com for reservations and further information.

**2015 FAMILY PICNIC AT PULLEN PARK • FRIDAY, SEPT. 11 FROM 4 P.M. TO DUSK
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MAKING THE TRANSITION FROM LAW SCHOOL STUDENT TO LAWYER

BY AMY FUNDERBURK, ASSISTANT COUNSEL | NORTH CAROLINA ADMINISTRATIVE OFFICE OF THE COURTS AND ADJUNCT PROFESSOR OF LAW AT CAMPBELL LAW SCHOOL

The views expressed herein are my own, and are not necessarily the views of the NCAOC or Campbell Law School.

I have been a member of the North Carolina State Bar for 12 years, and I still recall the first time someone sought my counsel as an attorney. I fought the urge to turn around and look behind me for the lawyer they must actually be talking to, because surely it wasn't me. I had the knowledge necessary to be a lawyer (at least according to the Board of Law Examiners) but I didn't quite know what to do with myself, or how to *be* a lawyer. At the time, I thought I was alone in my insecurities, but since have learned that most of my colleagues felt similar anxiety at the prospect of moving from law student to lawyer.

Despite having the great fortune of good mentors and colleagues, it took five years before I felt I'd settled into practice, and even after a dozen years I am still learning something new every single day – about the law, about myself and about what my clients need in an attorney. Along the way, I garnered the following insights, which I hope are helpful to those of you taking your Oath this month to become members of the Bar:

1. Be the lawyer you would recommend to friends.

A client of mine once panicked after I commented that the attorney representing her spouse was a good lawyer. She and I had vastly differing views of what made a “good” attorney. Her view included the television portrayal of a red-faced lawyer in the courtroom who would take on anyone, anywhere in defense of their client. But consider, should you find yourself in need of representation, what would **you** want in a lawyer? Surely you would want someone to be a zealous advocate, but what else? Do you want someone who knows the law, who will listen to you and who will move your matter towards resolution? Or do you want someone who is more bluster than substance and who has a propensity to churn fees while earning the ire of opposing counsel? Chances are, you want the collegial, well-researched lawyer who will help you satisfactorily resolve whatever conflict you are involved in with the least amount of strife and cost involved. Be that lawyer. That lawyer enjoys a good reputation and referrals from other members of the Bar.

2. If you are lucky enough to have staff, make the most of their skills and experiences.

When I first became a lawyer, I found it difficult to delegate tasks. I felt uncomfortable asking our office staff to make copies that I could easily make, I didn't like asking the paralegal staff to handle mundane details of a case. I was worried that they'd perceive my requests for help with simple tasks as condescension or requests for assistance on more complicated matters as ineptitude.

I was wrong.

They have a job to do, and so do you. Odds are very good that they are better at what they do than you would be and can do it much faster. And importantly, if you'll get out of their way and let them do their job, you free up your own time to do your own work. Your time is valuable and should be treated as such (although woe be to you if you refuse to take care of a simple task or mundane duty because you don't think of it as lawyerly enough or refuse to listen to the concerns of an experienced paralegal). In the legal world, time is literally money and you should budget your time as well as your staff's time effectively and efficiently.

3. Use the resources available to you.

There's a reason you will see the Lawyer's Assistance Program (LAP) mentioned often in materials directed at members of the Bar; we could all benefit from it from time to time. You will face stressful situations and will have to make high-stakes decisions as an attorney, all while juggling problems and responsibilities in your personal life. The stress level of our profession causes many attorneys to reconsider the decision to practice law in the first place. The LAP is an excellent – and confidential – resource to assist you throughout your career. In addition to the LAP, as a Tenth Judicial Bar member you have access to BarCARES and Raising our Bar. BarCARES is a cost free program that provides confidential and professional support to members facing mental health, financial, family and professional issues. Raising our Bar supports members of our legal community in tangible ways, without soliciting funds. Assistance through Raising the Bar might include helping a member find temporary housing in an area where they are receiving medical care.

While you will not see it mentioned nearly as often, the ethics staff at the State Bar are another excellent resource. You may call or email the Bar with questions regarding your own contemplated professional conduct. I have used this service multiple times, particularly early on in my career. I found it very helpful to talk through potential ethical issues with a knowledgeable attorney before taking certain actions. Their advice, and sometimes merely their existence as a sounding board, was invaluable.

4. Keep learning.

Someone once told me that the only CLE you learn anything from is one you teach. After teaching my first CLE, I saw the true merit in that statement. Nothing improves your understanding of a topic like developing and presenting course materials on that topic to your colleagues. Once you develop an area of expertise, I encourage you to offer to present training to others on the topic. The benefits are many – you will increase your knowledge of the material, present yourself as someone to whom cases involving the subject matter may be referred and gain a substantial number of CLE hours in the process.

MAKING THE TRANSITION FROM LAW SCHOOL STUDENT TO LAWYER

CONTINUED FROM PAGE 20

5. Maintain connections.

Some of the best advice I heard from a practicing attorney was to make an agreement with a classmate to engage in a weekly phone call to discuss all that had gone wrong that week. By sharing the ups, downs and near misses of practice, they were able to learn from each other, strengthen their practice and realize that they weren't alone in the wild world that is the practice of law.

It may not feel like it as you await your Bar results and soon take on your first client, but you will find your way as an attorney. This profession is like no other; you will celebrate wins and tear yourself up over losses, you will question whether you should be an attorney at all, and you will be shaped by your practice in ways you never thought possible. But you will find your way. **WBF**

COURTHOUSE SALISBURY STREET ENTRANCE TO CLOSE TEMPORARILY BEGINNING OCTOBER 5

BY JUDGE ROBERT B. RADER

As those of you who visit the courthouse on a regular basis are aware, construction has been underway for many years as part of a multi-year plan to renovate the entire Wake County Courthouse. The next focus of these ongoing renovations is the elevators and the Salisbury Street entrance.

The Salisbury Street entrance to the Wake County Courthouse will be closed for construction beginning Monday, October 5th. It is anticipated that construction will last approximately 4 months and be completed by February 1, 2016. Once completed, visitors will notice numerous improvements including expanded space for the public notices board, relocation of the security station, a power assist door to improve accessibility, a vestibule, new wall and floor coverings and more. During construction, the Public Notices board will be relocated to the Fayetteville Street entrance near the Small Claims Division of the Civil Clerk of Court's Office. Visitors may continue to enter the Courthouse at the Fayetteville Street entrance or through the Wake County Office Building via the skywalk.

In addition to the Salisbury Street entrance renovations, work began August 24, 2015, on the long awaited and much needed upgrade of the existing courthouse elevators. This 2.1 million dollar project will include rebuilding the elevator cars, new finishes, new power circuits, new lighting, new computer controls, new mechanical features, new call buttons, and other improvements. During the construction process, each elevator will be closed for a three-month period, one at a time, until work is complete in July 2016.

Please make a note of these changes. Signs will be posted throughout the courthouse as a reminder. **WBF**

**The North Carolina Supreme Court
Historical Society
Cordially Invites You to
The 24th Annual Meeting and Dinner**

**Honoring
Former Chief Judge John C. Martin
Court of Appeals of North Carolina**

**Tuesday, October 13, 2015
6 p.m. Reception
7 p.m. Dinner**

**City Club Raleigh
28th Floor - Wells Fargo Building**

**For registration & ticket information
go to: www.ncschs.net**

Please register by September 30, 2015

ATTORNEYS NEEDED! NEW PRIVATE ASSIGNED COUNSEL LISTS 6A, 6B, 6C

Attorney List 6 of the “Regulations for Appointment of Counsel in the Tenth Judicial District in Cases Under the Indigent Defense Services Act” has been amended and replaced with Lists 6A, 6B, and 6C. The purpose of this notice is to solicit applications for inclusion on these Lists.

LIST 6A: DOMESTIC CONTEMPT PROCEEDINGS

Attorneys on List 6A will represent persons alleged to have violated civil orders in domestic cases, including violations of custody, non IV-D child support, equitable distribution, alimony, domestic violence protection, and no contact orders.

Requirements: To qualify for List 6A, the Attorney must have at least three (3) years’ experience in domestic practice, must be familiar with N.C.G.S. Chapters 5A, 50, 50B, 50C and 110, and must demonstrate that he or she has the required legal knowledge and skill necessary for the representation of contempt proceedings in civil cases and will apply that knowledge and skill with appropriate thoroughness and preparation.

LIST 6B: IV-D CHILD SUPPORT ENFORCEMENT CONTEMPT PROCEEDINGS

Attorneys on List 6B will represent alleged contemnors in IV-D child support enforcement contempt proceedings. Attorneys will be assigned as “Attorney for the Day” on a schedule created and published by the District Court.

Requirements: To qualify for List 6B, the attorney must have been licensed to practice law for at least two (2) years, must be familiar with N.C.G.S. Chapter 5A, U.S. Code Title 42, Chapter 7, Subchapter IV, Part D, and other relevant law. The attorney must demonstrate that he or she has the required legal knowledge and skill necessary for the representation in child support enforcement contempt and will apply that knowledge and skill with appropriate thoroughness and preparation. The initial List 6B will be the list currently in use by the Chief District Court Judge. The Committee will review applications of attorneys wishing to be added to the list.

LIST 6C: ALL OTHER CONTEMPT PROCEEDINGS

Attorneys on this list will represent alleged contemnors in general civil court proceedings (including but not limited to cases involving contempt against persons against whom execution is sought under Chapter 1, Article 28 of the General Statutes) and violations of Industrial Commission orders.

Requirements: To qualify for List 6C, the attorney must have at least three (3) years’ experience in general civil or domestic practice, must be familiar with

N.C.G.S. Chapter 5A and general civil procedure, and must demonstrate that he or she has the required legal knowledge and skill necessary for the representation in contempt proceedings and will apply that knowledge and skill with appropriate thoroughness and preparation.

GENERAL REQUIREMENTS

To be eligible to be included on any of the lists provided for herein, an attorney must:

1. Be licensed to practice in North Carolina;
2. Maintain an office in the Tenth Judicial District or be otherwise able to meet with clients in Wake County and demonstrate this ability to meet with clients in Wake County to the Committee;
3. Have a working telephone, fax, and email address;
4. Submit an application to be placed on the particular list and be approved as provided in Article VIII.

COMPENSATION

Attorneys receiving appointments under List 6A and List 6C will be compensated under IDS’ misdemeanor hourly rate.

Attorneys on List 6B in IV-D court will appear pursuant to an established schedule and compensated by IDS on a “per session” rate.

The complete Regulations for Appointment of Counsel in the 10th Judicial District can be found on the Indigent Defense Services website.

APPLICATIONS

Applications for List 6A, 6B, and 6C may be found on the Wake County Courts Rules webpage and the office of the Public Defender, 5th Floor Justice Center.

For more information contact Charles F. Caldwell, Public Defender
charles.f.caldwell@nccourts.org. **WBF**

■ YOU'VE BEEN SERVED!

THE WCBA TENNIS TOURNAMENT WILL TAKE PLACE OCTOBER 2 AT 1 P.M. AT THE CAROLINA COUNTRY CLUB. TROPHIES WILL BE AWARDED TO THE WINNERS AND RUNNERS-UP. FOOD AND REFRESHMENTS WILL BE AWARDED TO EVERYONE!

ANNUAL WAKE COUNTY BAR ASSOCIATION TENNIS TOURNAMENT

WHEN

Friday, October 2 at 1 p.m.

WHERE

Carolina Country Club, 2500 Glenwood Avenue, Raleigh, North Carolina

PLAYERS

Tournament will be limited to members of the Wake County Bar Association and students at Campbell Law School. Men and Women.

FORMAT

Doubles Tourney I (Open Division) – Open to all players.

Partners will be randomly assigned and regularly changed in Round Robin play involving several rounds. This is the main draw.

Doubles Tourney II (Championship Division) – Open to intermediate and advanced players.

Partners should sign up as a team. Teams will not change in Round Robin play involving several rounds.

COST

Entry/Court fee of \$3.00 per person is requested with your entry form. Check should be made payable to "Wake County Bar Association." To pay by credit card, sign up online at wakecountybar.org.

TROPHIES

Trophies will be awarded to winners and runners-up of both divisions. Refreshments and food will be provided for all players and spectators.

SIGN UP QUICKLY DUE TO LIMITED COURT SPACE. PLEASE COMPLETE AND RETURN ENTRY FORM.

-----DETACH-----

ANNUAL WCBA TENNIS TOURNAMENT

NAME _____ FIRM _____

TOURNAMENT: OPEN _____ CHAMPIONSHIP _____ PARTNER _____

ENTRY/COURT FEE: \$3.00 per person. Make checks payable to "Wake County Bar Association."

MAIL ENTRY FORM TO: Wake County Bar Association
P.O. Box 3686
Cary, NC 27519-3686

QUESTIONS? CALL:
William Plyler at 780-5400

LUNCH WITH A LAWYER COMPLETES 21ST SUMMER

BY PAUL SUHR, CHAIR, LUNCH WITH A LAWYER PROGRAM

“Be always prepared for life’s challenges and constantly challenge yourself,” said Cheri Beasley, Associate Justice of North Carolina Supreme Court. Some two hundred young people employed by the City of Raleigh for the summer were listening. The grand finale of the 21st Lunch with a Lawyer Program of the Wake County Bar Association and the Tenth was held at the Carolina Pines Community Center on August 14. Associate Justice Beasley also said, “Take up the challenges, and if you don’t, they may disappear.”

The Lunch with a Lawyer program is the longest running Public Service project of the Wake County Bar Association. This year marks its 21st summer being paired with the City of Raleigh’s Summer Youth Employment Program. Each year some 100 or so lawyers and judges take their time to have lunches with the youth employed by the city for the summer. This year nearly 90 lawyers signed up for the program. The goal is for lawyers and judges to become positive role models for youth at an informal setting – lunch.

The City of Raleigh has held its summer employment for youth of the city for more than 40 years. The city is continuing the Comprehensive Employment and Training Act (CETA) of 1973, signed into law by President Richard Nixon. The program offered work to those with low incomes and the long-term unemployed, as well as summer jobs to low-income high school students. CETA recognized the tremendous value of employment to those who would not have the opportunity to work otherwise. It taught the youth value of work, encouraged the good habit of work, and kept them from mischief during the summer under watchful guidance of an employer. CETA was phased out in the 1980s. However, the City of Raleigh recognized its value for high school students and has continued the program to the present.

Paul Suhr initiated the Lunch with a Lawyer program in the summer of 1995 while he chaired the Raleigh Human Resource and Human Relations Advisory Commission. Noticing the alarming rate of adolescent youth in the criminal justice system, Suhr thought that the lack of positive role model was part of the root cause. He solicited volunteer lawyers from the Tenth Judicial District Bar to pair with the predominantly low-income high school students employed by the city. During its existence, the Lunch with a Lawyer program has received recognition from North Carolina Bar Association, the city, and the state. It has also spun off similar programs under the same name in Mecklenburg and other counties. **WBF**



WELCOME, NEW MEMBERS

THE NEWEST MEMBERS APPROVED AT THE AUGUST 2015 MEETING OF THE BOARD OF DIRECTORS

Tolulagbara Adewale | Legal Aid of North Carolina

Robert Armstrong | Vann Attorneys PLLC

Peter Austin

Katherine Barber-Jones

Jaye Bingham-Hinch | Cranfill Sumner & Hartzog LLP

Glenna Boston | Boston Law, PLLC

Hillary Bowman | Womble Carlyle Sandridge & Rice LLP

Regina Calabro | Ogletree Deakins Nash Smoak & Stewart PC

Amanda Cairns | Department of Health & Human Services

Jeffrey Carr

Sarah Cibik | The Doyle Law Group, PA

Sean Cole | Riddle & Brantley, LLP

David Coleman | McAngus Goudelock & Courie

Kelly Crecco | The Law Corner

Troy Cronk

Charles DelPapa | Ward and Smith, PA

Nicholas Dowgul | Henderson & Wall, PLLC

Irene Eustathiou

Jennifer Giordano-Coltart

Kilpatrick Townsend & Stockton LLP

Kathryn Graham | Kurtz & Blum PLLC

Robert Higdon | Williams Mullen

Amy Johnson

Becky Johnson | NC Industrial Commission

Katherine King

Tina Krasner | NC Office of Commissioner of Banks

David Lampert

Blake Larsen | NC Department of Justice

Katelyn Love

Joshua McIntyre | North Carolina Bar Association

Nana Mah'moud | BB&T Raleigh

Mitchell Mosley | Narron O'Hale & Whittington

William Nichols

Michael Phillips | Semiconductor Research Corporation

Caitlin Poe |

Brooks, Pierce, McLendon, Humphrey & Leonard LLP

K. Christopher Poe | Wyrick Robbins Yates & Ponton, LLP

Barry Porter | United Technologies

Stuart Rigot | Wyrick Robbins Yates & Ponton, LLP

Benton Sawrey | Narron O'Hale & Whittington

Ashish Sharda | The Stuart Law Firm

Chynna Smith | Curtner Law Firm

Sion Stone

Raymond Taylor | Solo Practitioner

Bradley Trahan

Christina Trent

Wayne Wallace | Fitts & Young LLP

Frank Ward

Patrick Weede | U.S. Attorney's Office

PLEASE JOIN THE WAKE WOMEN ATTORNEYS
IN CELEBRATING JUDGE JENNIFER GREEN'S LIFE
& RAISE AWARENESS OF DOMESTIC VIOLENCE
AS WE PRESENT:



An Evening at the Mahler Museum

to benefit InterAct
in honor of Judge Jennifer Green

Thursday, October 22, 2015

Time: 6:00pm to 9:00pm

\$25.00 per person

The Mahler Fine Art Museum, 228 Fayetteville Street
Advance Reservations Recommended - Limited Seating!

Wake Women Attorneys has partnered with judges & attorneys, InterAct, & Mark LaMantia to create an original event that celebrates "Domestic Violence Awareness Month," by bringing together three events in one weekend. These events will raise funds for InterAct while honoring one of our most treasured judges in Wake County.

Events currently scheduled:

- **Thursday, October 22nd - 5:30pm** - dedication to Judge Green at the Wake County District Courthouse;
- **Thursday, October, 22nd - 6:00pm to 9:00pm** - Join us for a cocktail reception at The Mahler Fine Art Museum. The event will include heavy hors d'oeuvres, smooth jazz, a silent auction and lots of mixing and mingling (hosted by Wake Women Attorneys) (\$25.00 advance registration requested);
- **Friday, October 23rd - 6:30pm -9:30pm** - Get to know InterAct and what they do on a more intimate level by visiting the facility and feasting on amazing Italian foods while enjoying live entertainment and become an initial member of "Jennifer's Battalion" (presented by Mark LaMantia and InterAct) (\$50.00);

REGISTRATION FORM FOR OCT. 22ND MAHLER EVENT

NAME: _____

GUEST NAME(s): _____

TELEPHONE: _____ **FAX:** _____

EMAIL: _____ **Total # of Tickets Requested:** _____

I would also like to register for October 23rd event at InterAct. Please contact me with more info.

You may also become a sponsor & be recognized at the event. Please Check Sponsorship Level:

GOLD LEVEL (\$500.00 +) SILVER LEVEL (\$250.00 to \$499.00) BRONZE LEVEL (\$100.00 to 249.00)

Return this form via: fax (Attn: Tiffany Lesnik (919) 400-4593), e-mail: tiffany@lesnik-law.com, online at <http://whoozin.com/TEX-WM9-XWPM> or via mail with a check to: Wake Women Attorneys, c/o Tiffany Lesnik, P.O. Box 20071, Raleigh, NC 27619. If you have any questions, please contact Tiffany Lesnik at 919-906-8988.

FROM OUR FRIENDS AT THE DURHAM COUNTY BAR ASSOCIATION

Please mark your calendars for the Durham County Bar Association's first Raising the Bar 5K Run/Walk to be held on September 26 at 8:30 a.m. All proceeds from the event will benefit Kidznotes, a music-for-social-change program based in Durham.

PLEASE NOTE THAT THIS EVENT IS OPEN TO ALL MEMBERS OF THE COMMUNITY, NOT JUST THE LEGAL COMMUNITY, SO PLEASE SHARE THIS WITH ALL INTERESTED INDIVIDUALS!

For more information about Kidznotes, please visit this website: <http://www.kidznotes.org/the-program>.

This year's run will start and end at Bull City Running Company in Durham and follow a scenic route along the American Tobacco Trail in Durham and running over the new I-40 pedestrian bridge. All ages and paces are encouraged to join us! Participants can choose to have a timed, chip bib for running or a non-timed bib for walking. After the run, everyone is welcome to join us for refreshments, activities for kids and an awards ceremony featuring music by Kidznotes participants.

You can sign up for the race at this link: <https://runsignup.com/Race/NC/Durham/RaisingtheBar5K>

Join the Facebook group for event updates: <https://www.facebook.com/events/894109310662863/>

To help make this race a success, we need your help! In addition to running or walking in the event, we encourage both in-kind and monetary sponsorships from individuals, firms and businesses. If you or your business is interested in sponsoring, please let Lindsey Spain (spain@tfmattorneys.com) know.

WCBA CALENDAR OF EVENTS

Sept. 3 | Beer CLE followed by WCBA Social

1-hour CLE credit at Crank Arm Brewery – 3 p.m. CLE,
4 p.m. social

Sept. 10 | YLD Social At Crafty Beer – 4:30 p.m. to dusk

Sept. 11 | WCBA Family Picnic at Pullen Park – 4:30 p.m. to dusk

Sept. 13 | WCBA Lawyer Softball League Kick-Off

Pullen Park Arts Center, Sundays through 11/1

Sept. 16 | Breakfast Discussion Series – Trust Accounts with Peter Bolac

1-hour CLE Campbell Law School – 7:30 to 8:30 a.m.

Sept. 26 | Durham County Bar Association Hosts 5K Run/Walk

8:30 a.m. Bull City Running Center, Benefits KidzNotes

Oct. 2 | WCBA Tennis Tournament

Carolina Country Club, 1 p.m.

Oct. 7 | YLD Social At Tir Na Nog

In conjunction with Teen Court Fundraiser – 5:30 to 7:30 p.m.

Oct. 8 | Members-Only Oyster Roast & BBQ, Haywood Hall

5:30 p.m. to dusk

Oct. 10 | Inaugural Public Service Festival

Alliance Medical Ministry – 9:30 a.m. to 1 p.m.

Oct. 21 | Breakfast Discussion Series | NCBA Citizen Lawyers

7:30 a.m. Campbell University Law School

Oct. 29 | 8th Annual Legal Aid Fundraiser: The Bar Awards

NC Museum of History – Silent Auction: 5:30 p.m.
Curtain: 7 p.m.

Nov. 11 | Sallie Kearns Veterans Day Golf Tournament

Reedy Creek Golf Course – 10 a.m.

Nov. 12 | WCBA Member Social – Raleigh Times (TBD)

Dec. 4 | WCBA Holiday Party

NOTE NEW LOCATION: Crabtree Marriott – 7-11 p.m.