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President's Message

As President of the St. Petersburg Bar Association (SPBA), I am provided the opportunity to participate in a number of events and panels to discuss the status of our local Bar and judiciary. One overarching theme as of late has been safety and professionalism. It is no secret that threats and acts of violence are becoming increasingly prevalent in our legal community. The legal community has also seen increased concerns over reduced civility and professionalism among counsel and the Court.

Whether this is the result of personal or professional trauma, reduced in-person connections, or otherwise, ignoring the problem is not the solution. Fortunately, efforts are well underway to bring light to these issues and provide much needed resources. Efforts such as a recent SPBA Trauma CLE presented by The Honorable Jack Helinger and local judiciary, the creation of the Sixth Judicial Circuit Professionalism Committee and Local Professionalism Panel, wellness CLEs, a *Safety 101* article in the September/October Paraclete, recent SPBA CLEs about building resilience and boundaries, and the *Safety for All* initiative presented at last year's Bench and Bar event which is being reinvigorated.

While we all strive to zealously advocate for our clients, please remember that at the end of the day we are all human, finding our way, and seeking to balance our personal and professional lives. Often, unprofessional conduct may be coupled with personal or professional trauma. Over the last year, our community suffered two catastrophic hurricanes, which affected many of our members and judiciary. Quite literally, those individuals found much of their lives placed at the curb. I encourage each of you to provide some grace to those who are suffering from such traumas. While I am likely preaching to the choir, I want to encourage everyone to conduct themselves in the same manner on email or virtual interactions as they would standing in person before the Court. We must not lose our personal and professional connections.

If you are suffering from personal or professional trauma or have safety concerns, you are not alone or without resources. I encourage you to visit the SPBA website wellness tab for a full list of resources and links to the websites outlined in this article. In addition to the resources below, please see page 50 for more information about the Local Professionalism Panel and page 6 for additional safety tips presented at the 2024 Bench and Bar.

We are all in this together!

By Joseph Murphy



The Florida Bar Mental Health and Wellness Center - Florida Lawyers Helpline

This free and **completely confidential** service connects members with professional counselors. You may receive up to five free counseling sessions per year to help develop strategies to overcome life's challenges, balance priorities, and better handle both personal and professional pressures.

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Florida Lawyers Assistance (FLA)

In an effort to achieve its mission, FLA, has promoted the formation of weekly support groups throughout Florida for lawyers, judges, and law students. Some of these groups focus on substance abuse issues and are attended by legal professionals in recovery or who wish to learn more about the recovery process. Other groups assist legal professionals dealing with mental health issues, stress, anxiety, depression, compulsive disorders, or dual disorders.

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Safety for All

We all hear about tragedies related to the legal profession both nationally and locally. We generally think it won't touch us personally. In March 2023, we realized otherwise. St. Petersburg Bar Association (SPBA) Diversity Committee Chair Steven Cozzi was allegedly murdered in his law firm bathroom.

It happened. It could happen to anyone. It could happen in any case. Unfortunately, it is becoming commonplace to learn of a local judge or attorney that has been threatened. You personally may have experienced fear and trauma related to a threat to your safety.

"What tools are available to assist judges and attorneys that feel threatened?" This was the focus as Sixth Circuit Chief Judge Shawn Crane and I discussed safety concerns in September 2024. Based upon Judge Crane's active support of prior safety initiatives, the decision was made to dedicate the 2024 Bench & Bar plenary session to peeling back the layers of this important issue. With over 200 judges, attorneys, and court employees in attendance, it was an opportunity to elevate the personal safety challenges facing both attorneys and judges.

Chief Judge Shawn Crane and Pinellas County Sheriff Office Major Deanna Carey presented available resources. Judge Jack Helinger moderated a discussion with all attendees about specific concerns and potential strategies.

The plenary discussion made it very clear. Many, if not most, judges and attorneys have reasonably been concerned about their safety and potential threats that come from any direction—clients, a witness, interested party, opposing counsel, or anyone upset at the legal system.

According to Judge Helinger, "It is an unpublicized fact that many judges are threatened and harassed. We have great protection from the bailiffs and local law enforcement. We have received special training for our protection. However, we still need to adjust our lives and be mindful that a disgruntled person may act upon his or her emotions. Attorneys must also have their radar up.

Why do we need to fear for our safety when we are just trying to competently and ethically do our jobs? Often, legal matters are life altering to the people involved. Some don't accept personal responsibility related to their legal troubles. In their minds it is somebody else's fault. This mindset, coupled with the possible or actualized outcome of a case, can create a dangerous situation."

By Melissa Byers



So, what can/should we do? The SPBA leadership is committed to finding solutions and providing support through safety training workshops, outlining tips and strategies with judiciary and law enforcement, and welcoming guidance from other circuits. A trauma webinar was hosted in September 2025 to better equip attorneys in navigating possible behaviors that result from trauma. An article outlining personal safety strategies was included in the September/October 2025 *Paraclete*.

Below is a non-exclusive list of suggestions shared at last year's Bench and Bar conference. Stay tuned for additional updates including an upcoming webinar presented by the Pinellas County Sheriff's Department (see page 21).

- Be aware of the potential dangers in the law profession.
- Develop a plan of action for "what if" scenarios.
- Understand that the threat or harassment can come from any source. Be aware of when you are most vulnerable or visible to the public outside of court.
- Be concerned for the safety of yourself, your family, and those in your office. Also be concerned for others, including the other side in a case.
- Have a code word for family to indicate if something is wrong when out in public.
- If you have a concern, don't ignore it. Check it out. Investigate. Talk to someone. Run a background check. If it is your client try to tactfully have a deeper conversation.
- If your concerns go deeper - talk to someone, warn your office, call The Florida Bar Hotline for ethical advice, contact Sixth Circuit Professionalism Panel (See page 50), contact Law Enforcement (see page 7), tell your family, ask the Bailiffs for extra security—including walking you/ your client/witnesses to and from their cars, notify the Court/Judicial Assistant, conduct depositions remote or in a secure location, etc.
- Be careful not to "poke the bear." If needed, withdraw from the case and/or pursue any other appropriate safe action.



Tips Presented by Pinellas County Sheriff Major Deanna Carey:

At the Pinellas County courthouses, you can ask any Court Security deputy to request a supervisor to speak with regarding your concern with any individual, regardless if the person has committed a crime or not. The supervisor will assess if immediate action is required (i.e., Baker Act) based on the information provided or will forward the information to the Threat Management Section for follow-up.

If not at a courthouse, you can contact the Threat Management Section directly, if you feel the situation does not require an immediate response by law enforcement.

If you believe the person is an immediate and imminent threat to themselves or others, or is actively committing a crime, call 911 or the non-emergency number for the police department/sheriff's office you are currently located in.



CONTACTS:

PCSO Judicial Operations Bureau Command

Major Deanna Carey 727-464-7117 / 727-422-8578 (Cell)
dcarey@pcsonet.com (she presented at Bench & Bar)

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 727-464-8230 / 813-943-1360 (Cell) mjackson@pcsonet.com

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 Matthew Davidson 727-389-7472, Sergeant Lorraine Hinson
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PCJC Building Security (24/7) – 727-464-7170,
 727-464-0182, 727-464-0183

Threat Management Section

- Generic email – threatreporting@pcsonet.com
- Lieutenant Stephanie Thornton 727-582-6433 /
 727-364-1658 (Cell) sthornton@pcsonet.com

A photograph of two men in business suits. The man in the foreground is older with grey hair, looking towards the right. The man behind him is younger, smiling, and also looking towards the right. They appear to be looking at a laptop screen, which is partially visible in the bottom left corner.

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SAFETY FOR ALL



November 18, 2025



Presentation 12-1pm
Q&A 1-1:30pm



Lieutenant Stephanie Thornton
Pinellas County Sheriff's Office Threat Management Section
Major Deanna Carey
Commander of the Judicial Operations Bureau



Virtual via Zoom



Free for SPBA Members
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The St. Petersburg Bar Association is committed to providing safety strategies on a multidisciplinary level. As part of that commitment, the 2024 Bench and Bar featured a "Safety for All" discussion. Don't miss this follow up presentation that will provide valuable insights for judges and attorneys to identify and report concerning behavior before it escalates into a threat of violence.

TOPICS



Understanding the threat management process



Understanding the pathway to violence model



Case examples involving threats or concerning behavior directed toward judges and attorneys



How to recognize early warning signs, report concerning behavior, and prevent escalation



The role and function of the Pinellas County Sheriff's Office Behavioral Threat Management Team



CLE: 1.0 General

Deadline to Register:
November 17th

What Employers Should Know About Open Carry in Florida

By Jounice L. Nealy-Brown



By now, the sight of people walking around with guns tucked in their waistbands or on their hips might be more familiar since the state's open carry ban was ruled unconstitutional by Florida's First District Court of Appeal on September 10, 2025. The *McDaniels v. State* decision, however, preserved certain gun-free locations, including schools, government buildings, and bars or portions of establishments that primarily sell alcohol.

But private employers also may prohibit firearms—whether open or concealed—on private property, with some exceptions. Below is Q&A on what employers should know.

Q: Can I prohibit employees from bringing firearms into my business?

A: Yes, the *McDaniels v. State* decision does not strip private employers'

right to prohibit employees (and customers) from possessing firearms in the workplace. No. 1D2023-0533 (Fla. 1st DCA September 10, 2025). There are some limits, as discussed below. Anyone carrying a firearm who violates the employer's warning to leave the premises faces a charge of armed trespass, which is a third-degree felony under Florida Statute Section 810.08(2)(c).

Q: Can I restrict employees from carrying weapons in their vehicles that are parked on company property?

A: Generally, no. Florida Statute Section 790.251 remains in effect and prohibits public and private employers from banning any employee from possessing a legally owned firearm, so long as the firearm is lawfully possessed and locked in a private motor vehicle in the parking lot and the employee is lawfully present. This "guns in parking lots" law

also applies to customers and invitees who are lawfully in the area and lawfully possessing a legally-owned firearm.

Q: Can I search an employee's vehicle if I suspect a firearm is inside?

A: No. Employers may not search any private motor vehicle to determine whether a firearm is inside the vehicle. The law only permits such a search to be conducted by on-duty law enforcement personnel in accordance with due process and other applicable constitutional protections. Fla. Stat. § 790.251(4)(b).

Q: Can I ask my employees whether they carry firearms in their vehicles?

A: No, employers may not inquire about the presence of a firearm stored in a private motor vehicle, so long as the

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employee's presence on company property is lawful. Fla. Stat. § 790.251(4)(b).

Q: What should employers do now?

- Familiarize yourself with the requirements of the law.
- Review your policies on weapons to be sure they are compliant.
- Revisit and reinforce your policies with respect to disciplinary violations of your weapons policies.

- Train your managers and communicate with employees on Florida's laws and your policies.
- Be aware that the enactment of future laws and/or the issuance of other court decisions may alter these requirements.

Jounice L. Nealy-Brown, Esq. is a shareholder at Gunster and advises clients in diverse industries regarding employment law issues, litigation matters, and probate issues. Jounice also serves as immediate Past President of the St. Petersburg Bar Association.



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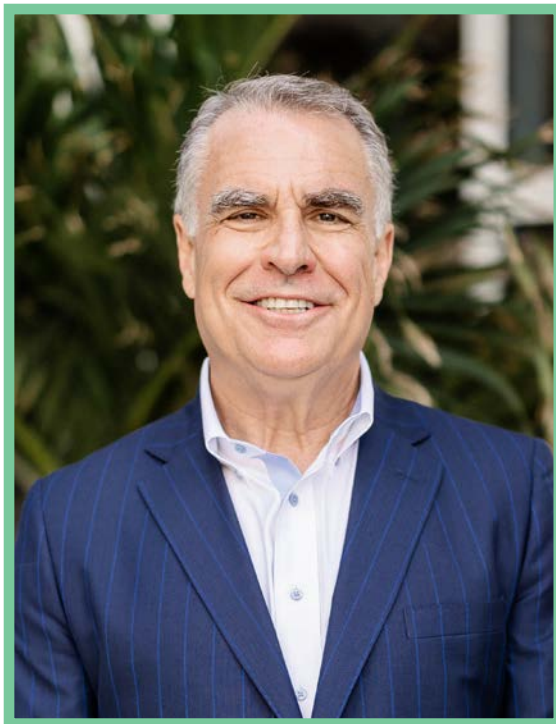
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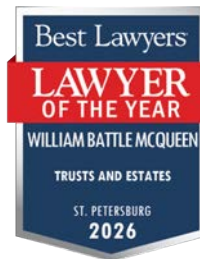


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Obesity Now Eligible for VA Compensation: The Veterans Court's Landmark *Adams* Decision

On July 8, 2025, the United States Court of Appeals for Veterans Claims issued a groundbreaking decision in *Adams v. Collins*,¹ holding for the first time that obesity can qualify as a secondary service-connected disability eligible for compensation under VA regulations. This ruling overturns years of VA policy and opens the door to a new category of claims for veterans whose service-connected conditions cause or contribute to obesity severe enough to impair earning capacity.

What the Court Held

For decades, VA insisted obesity was neither a “disease” nor an “injury” under 38 U.S.C. § 1110, blocking direct service connection. VA would allow obesity to serve only as a link between conditions. A veteran could show that obesity was an “intermediate step” to a secondary disability covered by 38 C.F.R. § 3.310, which covers downstream conditions that result from service-connected conditions. For example, if a service-connected knee injury reduced mobility and led to obesity, in turn causing diabetes, the downstream diabetes could be compensated, but obesity itself was not.

The *Adams* court recognized a key distinction between § 1110, which requires a disease or injury for direct service connection, and § 3.310 which only requires that the downstream secondary condition be a “disability.” Relying on the Federal Circuit’s analysis of the word “disability” in *Saunders v. Wilkie*² and its own en banc decision in *Allen v. Brown*,³ the Veterans Court held that a “disability” is “functional impairment of earning capacity,” not a diagnostic label. When obesity causes functional impairment and stems from a service-connected condition, it qualifies as a compensable secondary disability.

How the Veteran Proved It

Mr. Adams had several service-connected orthopedic conditions. He submitted evidence how these conditions limited physical activity, leading to weight gain and obesity. His personal statement described functional limitations including core weakness and postural instability. Although the court called the evidence “minimal,” it found it sufficient to meet the legal threshold: (1) obesity was caused by service-connected conditions, and (2) obesity caused functional impairment.

Why This Matters for Practitioners

Adams creates a new path for disability to be compensated, not just to serve as a causal link. Attorneys should be alert to cases that can be filed (where obesity is present but was never claimed), resurrected (old unadjudicated claims), or appealed (where VA previously denied service connection). Key takeaways include:

By John V. Tucker



• Causation Nexus

A veteran must show that a service-connected condition caused or aggravated obesity. Some bases for this link include:

- ◊ Reduced mobility from orthopedic injuries
- ◊ Symptoms or metabolic effects of conditions impacting activity or eating
- ◊ Side effects of medications

• Functional Impairment Evidence

Obesity must cause functional impairment of earning capacity. The standard is not high, but it must be specific. Examples include:

- ◊ Difficulty standing, walking, climbing stairs, bending, or lifting
- ◊ Reduced endurance, weakness, or instability
- ◊ Inability to perform physical work or tolerate sedentary tasks

• Lay and Medical Evidence

Lay statements are useful, but medical evidence addressing both causation and specific functional limitations will be crucial.

• Filing Strategies

Veterans who never claimed obesity can file new claims.

Veterans who previously filed, but did not get a decision, can file a VA Form 4138 asking for a decision, and if that does not yield a Rating Decision, file a VA Form 20-0996 Higher Level Review advising VA of the unadjudicated claim.

Where VA denied a previous claim, a VA Form 20-0995 Supplemental Claim citing *Adams* can be filed with new evidence.

Claims should clearly address both causation and functional impairment.

Broader Impact

The *Adams* ruling closes a long-standing gap. For decades, VA’s categorical rejection of obesity as a disability overlooked how obesity often compounds the limitations caused by other service-connected conditions. Now, when obesity itself impairs earning capacity and stems from service-connected conditions, it qualifies as compensable under § 3.310.

Equally important, service connecting obesity makes it easier for veterans to pursue service connection for conditions that develop from obesity, such as diabetes, hypertension, and cardiovascular disease. This not only increases available compensation but also protects families. If a veteran dies from a condition linked to service-connected obesity, survivors may qualify for Dependency Indemnity Compensation (DIC), commonly known as widow's benefits.

For practitioners, this ruling is a signal to revisit old cases, educate clients, and proactively screen for obesity-related functional limitations. Many veterans with orthopedic or mental health service-connected conditions develop obesity over time, which may further erode their earning capacity. *Adams* gives them a path to recognition and compensation.

John Tucker is a Past-President of the St. Petersburg Bar Association. He is the founder of Tucker Disability Law, a firm based in St. Petersburg that represents veterans in VA compensation claims in all 50 states. He currently serves on the Board of Director for the National Organization of Veterans Advocates, the voluntary Bar for veterans' attorneys. You may reach John at Tucker@TuckerDisability.com.

1. No. 23-5064, 2025 U.S. App. Vet. Claims LEXIS 922 (July 8, 2025).
2. 886 F.3d 1356 (Fed. Cir. 2018).
3. 7 Vet.App. 439 (1995) (en banc).

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From Quasi-Judicial to Judicial: Practical Considerations for Appealing Local Governments

By John J. Cavaliere, III



Your client asked you to appear at a quasi-judicial hearing before a local government. Your client thinks the cause is a slam dunk and cannot imagine the commission will disagree. Your presentation is exactly what the client wants, short and sweet, with only a few nuisance complaints from neighbors and staff in opposition. Shockingly, the local government sides with your client's opponents. Now the client wants to appeal.

If this is the first time anyone thought about an appeal, you may be too late to mount an effective challenge to the local government's decision. To avoid this fate in the future, here are some practical considerations to preserve your arguments, build your record, and increase your client's chances on appeal.

Consult experienced appellate counsel. Land use, code enforcement, or other quasi-judicial hearings are often handled by non-attorneys or attorneys with little appellate experience. Even an experienced trial attorney can be unfamiliar with the nuances of certiorari review—which is the most common appellate means to challenge quasi-judicial decisions. If you have doubts about the board members' leanings or if your client has a controversial issue, consider having experienced appellate counsel present or assisting in the presentation.

Know your appellate universe in advance. Is this a code enforcement proceeding with a statutory right to appeal?¹ Does the local government have an appellate process that must be exhausted before resort to judicial relief? Is this a proceeding without a statutory right to appeal, meaning you must file a petition for writ of certiorari to challenge the decision?² The answer has a massive affect on cost, deadlines and workflows.

If you have a statutory right to appeal, you can file your notice of appeal within 30 days of the written order, and then file your initial brief within 70 days after your notice of appeal.³ But if you need to file a petition for writ of certiorari, you have 30 days from the date of the written order to compile your record for the appendix and file your petition (re: full brief),⁴ otherwise, the court will lack jurisdiction and the case will end.⁵

Know the local rules before the hearing and plan accordingly. A court may quash a local government's decision based on a denial of procedural due process.⁶ You should know the local rules before the hearing and be ready to object if the board does not follow them. What are the time limits for presenters? Are you allotted time for cross-examination? If the board deviates from their written procedures, object. Otherwise, you could waive due process issues for the appeal.

Build the record before and during the hearing. Address counterarguments in writing before the hearing. Read the staff comments, if any, and submit a letter explaining why staff is wrong in their recommendation. Or explain why staff's recommendation is supported by a reason that staff left out of their report. Counter your opponents' written statements. You will likely have limited time to present oral argument to the local body, so written advocacy in the record will go a long way on appeal.

Make sure the board (or hearing officer) has all your documents before the hearing begins. Keep copies of everything submitted and refer to your submissions in your presentation.

Hire your own court reporter. Your tight turnaround time for appeal means you cannot rely upon the local government to publish a transcript in time for your brief. Your own court reporter, who can produce the transcript on an expedited basis will be critical.

After the hearing. Order the transcript. Keep checking for the written decision. Your clock starts as soon as the written order is rendered.⁷ Gather all documents in the record from the local body, preferably with timestamps indicating their inclusion in the record. You may need to submit a public records request immediately following the hearing.

You will need to compile your own record in an appendix.⁸ Finish the appendix early so you can cite to the record appropriately in the brief or petition.⁹ Finally, learn the court's file size limitations, which may require you to split the appendix into multiple volumes. If this occurs, you need to adjust your record citations throughout your brief to reflect

the appendix volume and page number¹⁰—something you don't want to do minutes before your deadline.

John J. Cavaliere, III, Esq., is a senior attorney at Lewis, Longman & Walker, P.A., in St. Petersburg, as a member of the firm's litigation practice group. John serves as the 2025-26 Appellate Law Vice Chair of the St. Pete Bar Association and would like to thank Kevin Hennessy, Esq., of Lewis, Longman & Walker for invaluable comments and suggestions for this article.

1. See, e.g., § 161.11, Fla. Stat.
2. Fla. R. App. P. 9.030(c); 9.100(f); 9.190(b)(3); art. V, § 5, Fla. Const.; *Broward Cnty. v. G.B.V. Intern., Ltd.*, 787 So. 2d 838 (Fla. 2001).
3. Fla. R. App. P. 9.110(f).
4. Fla. R. App. P. 9.100.
5. Fla. R. App. P. 9.100(c)(1); see *Wibbens v. State, Dept. of Highway Safety & Motor Vehicles, Bureau of Driver Improvement*, 956 So. 2d 503, 504 (Fla. 1st DCA 2007) (This time limit is jurisdictional and failure to meet it will result in dismissal of the petition.).
6. *Haines City Cmty. Dev. v. Heggs*, 658 So. 2d 523, 530 (Fla. 1995).
7. Fla. R. App. P. 9.020(h) (defining rendition of an order)
8. See Fla. R. App. P. 9.220; Fla. R. App. P. 9.100(g).
9. See Fla. R. App. P. 9.100(g) and Fla. R. App. P. 9.210(b)(3), both requiring citations to pages in the record.
10. *Id.*



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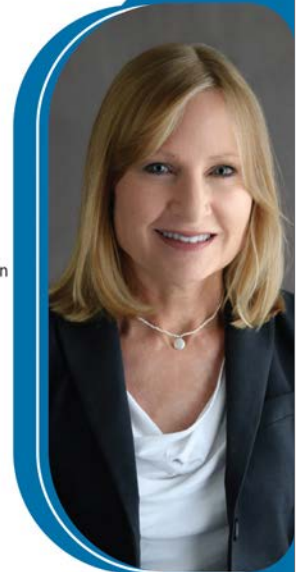
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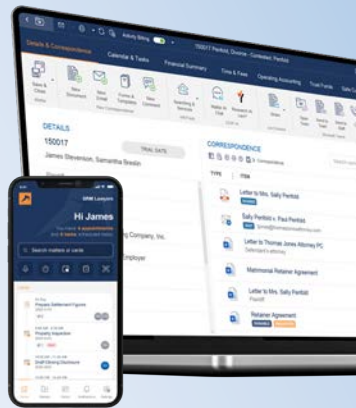
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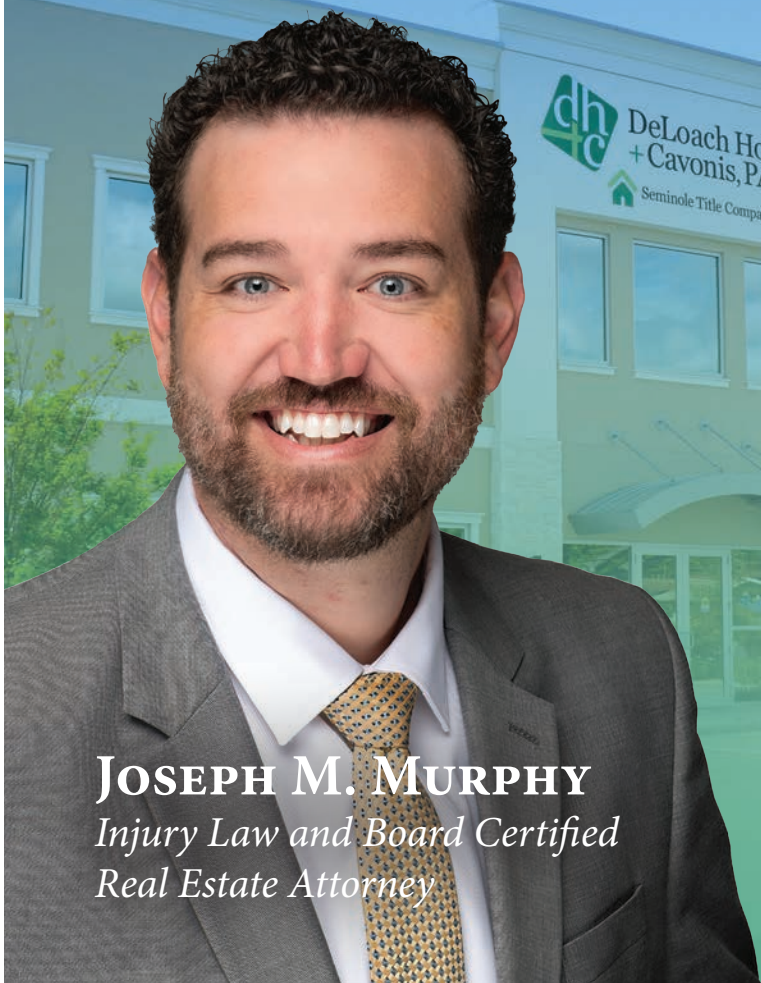
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Policy Shifts in Florida and Their Impact on Minority Communities

By Oxalis Garcia



Florida's legal system has recently undergone important changes, through legislation and court rulings, that significantly affect the daily lives of residents. While reform is part of democracy, these changes have had uneven impacts. Minority communities, particularly Hispanics and low-income individuals, often bear the heaviest burdens due to existing structural vulnerabilities. For attorneys, these developments invite reflection on our oath to uphold the Constitution and ensure its protections remain meaningful.

Recent Developments in Florida

Florida enacted H.B. 1205, which restricts who may collect signatures for constitutional amendments, among other things. Critics note that such measures fall hardest on minority communities that rely on grassroots organizing to make their voices heard.

In 2023, the legislature expanded penalties for certain offenses, and adopted uniform bond schedules through H.B. 1627. Judges are now limited in their ability to lower bail amounts. While intended to promote consistency, such rules disproportionately affect low-income defendants who cannot post bond.

Florida also enacted one of the nation's toughest immigration laws, S.B. 1718. It makes it a felony to transport a person into Florida who is in the country without authorization, even if that person is a family member. It also requires hospitals accepting Medicaid to collect immigration status data from patients. Critics argue these provisions disproportionately affect Hispanic and Latino families, fostering mistrust between immigrant communities and institutions.

Finally, the Florida Bar recently replaced its diversity and inclusion policy with a broader "improvement of legal services" initiative. Although the stated aim is neutrality, some fear the shift may slow progress toward ensuring diverse representation in the profession.

Access to Justice: Local Efforts

Amid these shifts, local initiatives remain critical. The Community Law Program in St. Petersburg provides free civil legal services to residents who meet income guidelines, covering landlord-tenant disputes, family law, and consumer issues. Programs like this help bridge gaps created by the complexity and cost of navigating the system.

Other projects, such as the Florida Community Development Legal Project, support small businesses and nonprofits in underserved communities. The Florida Justice Technology Center has piloted online portals that connect residents to legal resources based on income, location, and language. These initiatives show that access to justice requires practical tools to make those rights usable.

The Judiciary's Role

The judiciary is the constitutional guardian of fairness. Courts ensure that legislative and executive actions comply with state and federal protections. This includes scrutinizing laws, reviewing sentencing practices, and safeguarding due process in all proceedings.

Judges, however, rely on the records, arguments, and constitutional claims presented by counsel. Attorneys play a key role in equipping courts to render decisions that uphold both the letter and the spirit of the Constitution.

Responsibilities of Attorneys

For attorneys, zealous advocacy is the cornerstone of the profession. That duty extends equally to every client, regardless of circumstance. In practice, it means representing all clients and/or marginalized communities with the same diligence as corporate and privileged clients.

Attorneys in Florida can respond to current challenges through practical strategies:

- Stay informed. Monitor legislative and judicial developments to anticipate issues for clients.
- Collaborate. Work with legal aid organizations and community groups to pool resources.
- Enhance communication. Provide information in Spanish and other languages, using formats accessible to clients unfamiliar with the system.
- Support pro bono initiatives. Volunteer with programs such as the Community Law Program to extend representation where it is most needed.
- Preserve constitutional claims. Raise and preserve issues at trial to strengthen judicial review on appeal.

Conclusion

Florida and our Nation are at a pivotal moment. Current policies are reshaping the legal landscape in ways that directly affect minority and low-income communities. While we may differ in our personal views, our oath as attorneys is not a matter of preference. It is a commitment to uphold the Constitution, to advocate diligently, and to ensure that justice is available to all.

The judiciary plays its part by applying constitutional principles fairly. We, as attorneys, play ours by ensuring those principles are presented, protected, and defended. Silence in the face of inequity diminishes both our profession and the rule of law. To refrain from engagement is, ultimately, to accept outcomes that weaken justice. As officers of the court, we must remember that inaction is compliance—and compliance with injustice is never an option.

Oxalis Garcia is an attorney licensed in Florida, Maryland, and Puerto Rico, and managing attorney/owner of Oxalis & Berry Law Firm. She focuses on delivering strategic, forward-thinking legal solutions while balancing advocacy with practical results. With a commitment to excellence, she leverages her multi-jurisdictional expertise to serve a diverse range of clients.

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Meet Your Young Lawyer Section Leadership

We are honored to serve as the leadership team for the Young Lawyers Section (YLS) of the St. Petersburg Bar Association (SPBA). As President and Vice President, we hope to bring fresh energy, a deep commitment to service, and a shared vision for empowering young attorneys across our community.

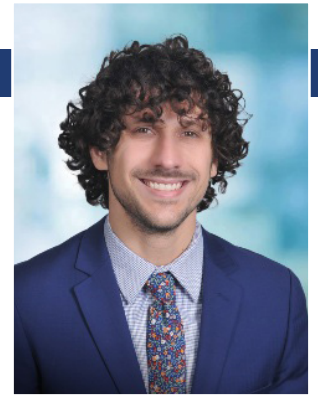
Gabriela Ibanez-Alers – President, YLS

It is a true honor to serve as this year's President of the Young Lawyers Section. I am incredibly excited about the year ahead and all that we will accomplish together. YLS has long been a space where young attorneys not only grow professionally but also find mentorship, community, and purpose. My goal this year is to build on that legacy while creating new opportunities for our members to lead, learn, and connect.

As an attorney practicing in Probate and Family Law at Fortaleza Law Group, PLLC in St. Petersburg, I have seen firsthand how vital early support and networking are to a young lawyer's success. That is why our 2025 theme, *Bar 101*, is all about getting back to the fundamentals offering practical guidance on career development, courtroom confidence, and community impact.

Outside of my legal work, I enjoy spending quality time with my loved ones, kayaking, and unwinding at the beach. I also love exploring new places, trying out local restaurants, and staying active through tennis and paddleboarding. I find that maintaining a balance between my professional and personal life helps me stay energized and focused, and one of the aspects I most appreciate about the YLS is its support for members' lives outside the office and courtroom.

Whether you are brand new to the profession or a few years in, YLS is here to support you. I hope to meet each of you at our events throughout the year. Let us make this a year of growth, collaboration, and fun.



By Gabriela Ibanez-Alers and Tyler Caley

Tyler Caley – Vice President, YLS

I am thrilled to serve as this year's Vice President of the Young Lawyers Section and wanted to take a moment to introduce myself and share a bit about what I hope we will accomplish together.

Many of you I have had the pleasure of meeting at past SPBA events, but for those I have not: I am an Associate in the Workers' Compensation group at Banker Lopez Gassler, based in downtown St. Pete. Like many of you, I view the law not only as a career but as a powerful tool for building stronger, more connected communities and I believe the YLS plays a vital role in that mission.



Outside of work, I'm an avid scuba diver, hiker, and snow skier (admittedly, Florida is certainly not the most equipped for the latter two of my favorite activities). One of my favorite aspects of the YLS, even prior to becoming Vice President, is its emphasis on our lives outside of the office or courtroom. I find it crucial to maintain a strong balance between professional endeavors and personal wellbeing, and hope that you find that the YLS continues this focus throughout the year across all of our upcoming events.

The YLS often serves as the first professional home for new attorneys as they begin navigating the legal world. My goal is to ensure our section offers meaningful opportunities to grow both personally and professionally. This year's theme, *Bar 101*, is about equipping young lawyers with the mentorship, tools, and experiences they need to thrive.

As a Pinellas County native, this role is especially meaningful to me. I am passionate about giving back to the

community that helped shape who I am. I am excited to work with Gabriela and the rest of our team to make this a year of connection, impact, and support.

I look forward to seeing you all whether at an upcoming YLS event, around downtown, or even out at the beach.

Join Us

We are committed to fostering a welcoming and enriching space for young lawyers in St. Petersburg. We invite you to join us this year by attending an event, volunteering in the community, or connecting with us to share your ideas. Be sure to follow the SPBA website for announcements about events, opportunities, and ways to get involved.

Here's to a great year ahead!

Gabriela Ibanez-Alers is the managing partner and founder of Fortaleza Law Group, PLLC, where she practices Probate and Family Law. She serves as President of the Young Lawyers Section of the St. Petersburg Bar Association for the 2025-2026 bar year.

Tyler Caley is an associate in the Workers' Compensation group at Banker Lopez Gassler in St. Petersburg. He serves as Vice President of the Young Lawyers Section of the St. Petersburg Bar Association for the 2025-2026 bar year.

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From Grind to Growth

{As the St. Petersburg Bar Association continues to focus on this year's theme, *Bar 101*, we will revisit past themes and provide information highlighting applicable strategies in substantive law, business development, mentoring, attorney safety, wellness, etc. The article below revisits the 2023-2024 theme *BYB – Build Your Business, Build Your Brand, Build Your Bar* implemented by Past President Ryan Griffin. Thank you to Annual Corporate Sponsor ActionCOACH for submitting this valuable information. Consider Juliet Kyes and ActionCOACH to assist in building your business.}

When I sit down with managing partners and solo practitioners across Tampa Bay, I often hear a familiar refrain: *"I know we need a plan, but right now I'm just trying to keep the docket moving."* Or, with a rueful laugh, *"Once this trial wraps, I'll have time to think about next year."*

These are the lawyer's apologies—perfectly reasonable in a profession built on urgency. Yet every time a partner tells me this, I'm reminded of an ironic truth: attorneys spend their days helping clients avoid risk, but too often let their own practices drift into the next year without a strategy.

Why Now Is the Moment

Autumn is the sweet spot for a firm owner. There's still time to influence 2025's tax position, and enough runway to design 2026 before the calendar turns. Pairing **strategic business planning with year-end tax strategy** allows you to reduce your tax burden by deciding—now—how profits will be invested. Waiting until April means you're merely litigating the outcome after the fact, instead of shaping it in your favor.

Think of it as the difference between drafting a watertight contract and arguing over its loopholes in court. Planning is the contract. Failing to plan is an invitation to litigate.

Begin with the End in Mind

Lawyers excel at issue-spotting. But when it comes to their own firms, they often forget the most important question: *Where are we going?* Stephen Covey's classic advice to "begin with the end in mind" is more than a slogan—it's a blueprint for law-firm leadership. A clear vision of your firm's future clarifies every decision about hiring, pricing, and practice areas.

When we guide firms through this process, we're the outside counsel for the business side of law—helping you identify blind spots, pressure-test assumptions, and see opportunities you might miss from inside the daily grind.

By Juliet Kyes



The Three Pillars of a Thriving Firm

1. Time: Increase the Value of Every Hour

Time is your scarcest asset. Improving **value per billed hour** isn't just about higher rates; it's about leverage.

- Automate client intake and document workflows.
- Delegate tasks that don't require a JD.
- Streamline meetings and case updates.

When attorneys and staff operate at their highest value, profit rises without adding hours.

2. Team: Build People Who Stay and Perform

A strong team is the best risk-management policy. Recruiting is costly; turnover drains profit and morale.

- Invest in training and professional development so associates see a future with you.
- Clarify career paths and create measurable goals.
- Protect culture with intentional hiring and regular feedback.

A cohesive, motivated team multiplies your own efforts and frees you to focus on strategy.

3. Profit: Stop the Margin Leaks

Many firms quietly give away profit—discounting fees, overlooking unbilled time, or letting collections lag.

- Conduct a "profit leak" audit to spot and plug gaps.
- Evaluate pricing models—flat fees or hybrids may stabilize revenue.
- Forecast cash flow quarterly to anticipate capital needs.

Profit isn't greed; it's the engine for reinvestment, bonuses, and personal freedom.

From Grind to Growth

Too many attorneys assume the grind is forever. But intentional growth rekindles the passion that drew you to the law. Owners who step back, reflect, and design their future

lead with energy that inspires their teams and attracts ideal clients.

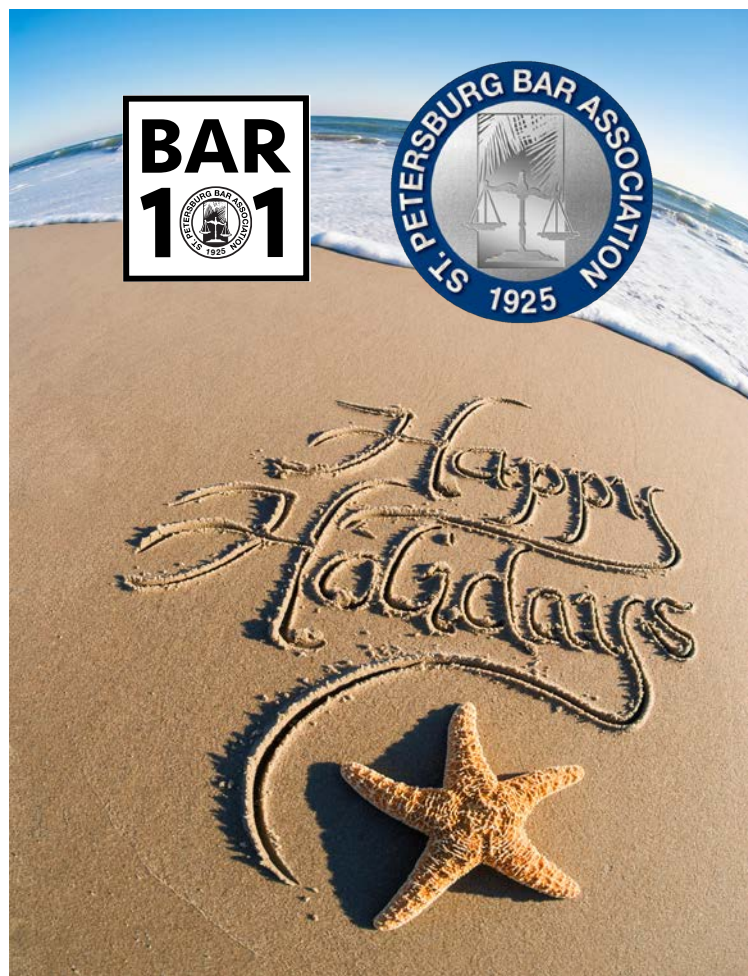
One Tampa Bay boutique firm we worked with restructured partner roles, trimmed low-margin cases, and invested in leadership coaching. Within a year, they improved net profit by 18 percent and, more importantly, the partners reported feeling “excited about practicing again.”

Your Next Move

You advise clients to prepare, not react. Treat your firm with the same diligence. Set aside a day before year-end for a **2026 Strategic Roadmap Session**—a guided, honest look at your time, team, and profit goals. Align those plans with your CPA’s tax strategy so every dollar works harder.

Architect the future of your practice now, and you won’t find yourself litigating the consequences later. Your firm, your clients, and your own well-being deserve nothing less.

Juliet Kyes is the Managing Partner of ActionCOACH Tampa Bay, part of the world’s largest business coaching organization. With more than a decade of experience coaching law firms, medical practices, and professional service companies across Tampa Bay, she has helped business owners achieve measurable growth in profit, team performance, and time freedom. Juliet can be reached at juliet@actioncoachtampabay.com



THANK YOU GUARDIAN AD LITEM ATTORNEYS

Numerous St. Petersburg Bar and Clearwater Bar Association attorneys volunteer to serve as Guardians Ad Litem based on an hourly rate of \$200 per hour fees. *Additionally, many have also agreed to serve as pro bono GALs when the need arises; they are denoted below.

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*Shelly Beach
*Linda Braithwaite
*Colleen Bratcher
*Christin Brennan
Courtney Caddeo
*Jarica Cairns
*Joseph Cairns
*Russell Cheatham
*Staci Chisholm
*Lynna Comunale
*Sean Costis
Lorieann Cox
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*Suzane Woollums

The following lawyers have also agreed to serve as **MENTORS** for other lawyers serving as Guardian Ad Litem attorneys: Kevin Fantauzzo, Lindsey French, Lee Greene, Bridget Heptner, Belinda Lazzara, Patricia Lee, George Melendez and John Tuthill.



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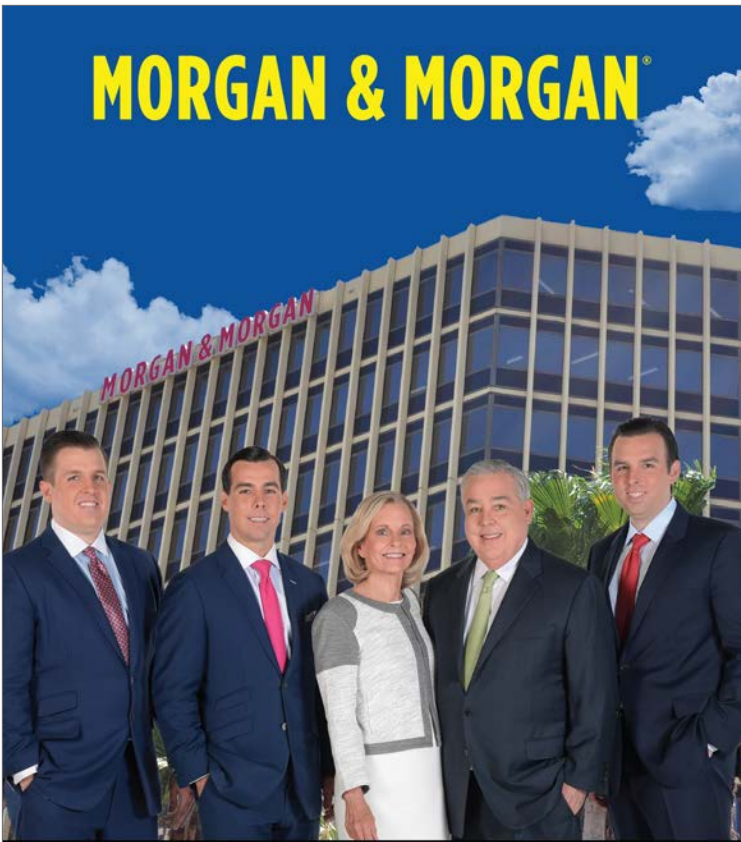
The 2026 Professionalism Seminar – Burn Bright, Don't Burn Out – will be held on Friday, February 13th at Stetson University College of Law.

More information including tickets and sponsorships can be found at stpetebarfoundation.org/ps26 or by scanning the QR code on this page.



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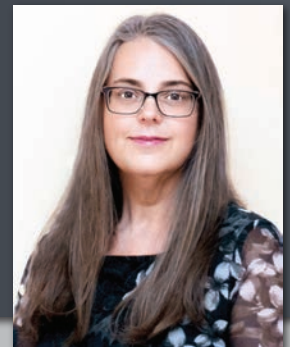
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Professionalism Panels Take Center Stage

By Daniel Smith



For many years, local professionalism panels (LPPs) have served as a valuable tool for addressing and resolving professionalism issues in Florida. These panels, which are independent of The Florida Bar, provide for peer-to-peer mentoring at a local level with the goal of bringing to light and correcting attorney conduct that is unprofessional, but that may not warrant a referral to The Florida Bar for a disciplinary investigation.

"When unprofessional conduct goes unreported, the unprofessional lawyers continue their behavior, which often worsens," said Judge Kimberly Byrd, who is the Executive Chair of the Professionalism Committee for the Sixth Judicial Circuit. "If we can address unprofessional behavior through the less formal LPP process, we hope that the behavior can be curbed before it becomes a bar grievance issue."

It's clear that LPPs will continue to be a centerpiece in the effort to combat unprofessional conduct for the foreseeable future. In July 2023, the Florida Supreme Court adopted a new professionalism code, called the Code for Resolving Professionalism Referrals, which reaffirmed the importance of LPPs and clarified their role in curbing attorney misconduct.¹ Significantly, the Code for Resolving Professionalism Referrals distinguishes the informal LPP process from the formal disciplinary process, providing that "[m]inor or isolated instances of unprofessional conduct may be addressed through the informal" LPP process but that "substantial or repeated" violations are appropriate for referral to The Florida

Bar.² Further, the new code outlines procedures for the formation of each of these panels at the local level, and sets meeting and reporting requirements. The effect of these measures may create more uniformity amongst LPPs throughout the different judicial circuits and allow for improvements and enhancements to be made to the program in the future.

Following the lead of the Supreme Court, in February 2024 the Sixth Judicial Circuit issued Administrative Order 2024-010, which reaffirmed the Circuit's commitment to a Professionalism Committee, and described the enhanced role of LPPs in light of the new professionalism code. Subsequently, in

August 2025, the Sixth Judicial Circuit issued Administrative Order 2025-033 to further refine the process. The LPP consists of at least twelve members, one who functions as the Chair of the LPP and "Contact Attorney" and others serve as "Intermediaries." Membership is representative of the entire Circuit with members from both Pasco and Pinellas County and a variety of practice areas represented. Professionalism referrals may be initiated directly through the LPP or through the Attorney Consumer Assistance and Intake Program (ACAP) of The Florida Bar. The LPP does not have the authority to discipline a "Referred Party" or require that the Referred Party appear before the LPP. However, it may counsel or recommend an appropriate

Sixth Judicial Circuit Local Professionalism Panel Membership Roster

Chair of the LPP: Andrew Sasso

<u>Circuit Wide Contact Attorney</u>	<u>Contact Information</u>
Andrew Sasso	Office: 727-441-8966

Pasco County

<u>Name</u>	<u>Contact Information</u>	<u>Practice Area</u>	<u>Term Expiration</u>
Ryan Doddridge	Office: 727-846-8500	Probate/Civil	June 30, 2027
Francis Werner-Watkins	Office: 727-863-1553	Criminal	June 30, 2027
Amanda Colon	Office: 813-254-8998	Family	June 30, 2026*
L. Javan Grant	Office: 813-995-6444	Personal Injury	June 30, 2028**
James Stearns	Office: 727-846-8500	Probate/Civil	June 30, 2028

Pinellas County

<u>Name</u>	<u>Contact Information</u>	<u>Practice Area</u>	<u>Term Expiration</u>
Andrew Sasso	Office: 727-441-8966	Probate	June 30, 2027
Bridget Heptner	Office: 727-726-9799	Family	June 30, 2027
Denis DeVlaming	Office: 727-461-0525	Criminal	June 30, 2026*
Joshua Chilson	Office: 727-461-1818	Personal Injury	June 30, 2026*
Raleigh "Lee" Greene	Office: 727-821-2900	Family	June 30, 2026*
Shirin Vesely	Office: 727-896-7171	Civil	June 30, 2028**
Zack Zuroweste	Office: 727-796-7666	Probate/Civil	June 30, 2028**
Weston "Wes" Smith	Office: 727-408-6100	Personal Injury	June 30, 2028**
William Douglas Baird		Retired Judge	June 30, 2028

program to the Referred Party if it deems necessary (see page 50 for additional details).

Andrew Sasso is the Chair of the LPP for the Sixth Judicial Circuit. One of the primary goals of the LPP in the Sixth Judicial Circuit, he said, is to create an informal and confidential means to resolve professionalism issues. In this way, it is quite different than the formal grievance process. Mentorship is an important component of the LPP process, and Sasso said that, in most instances, attorneys who are the subject of a referral are appreciative of the feedback they receive and the fact that the underlying issue could be resolved informally.

Judge Byrd noted that, sometimes, attorneys are reluctant to file formal bar complaints against their fellow attorneys, perhaps because they don't want to cause damage to another person's career, or because they fear retribution. "Our hope is that the LPP will give those reluctant lawyers and judges a mechanism to address their grievance."

Of course, it may not always be possible for the identity of a person making a referral to the LPP to remain anonymous. For example, if a lawyer reports the unprofessional conduct of another lawyer that occurred during a deposition, it will probably be obvious who made the referral. Nevertheless, Sasso stressed that confidentiality was an important part of the LPP program.

Issues appropriate for LPP review may include interrupting opposing counsel or a judge, tardiness, lack of preparation, failing to respond to communications, inappropriate behavior at depositions or in response to an adverse ruling, or inappropriate attire at depositions or court proceedings. Importantly, the Supreme Court's July 2023 order amended the Professionalism Expectations to clarify that professionalism standards in Florida apply to all forms of communication, including remote communications.³ "If someone who refers conduct to the LPP is unsure whether it is an LPP issue or a Bar issue, the referring attorney or judge may send the matter [to] the LPP," said Judge Byrd. "The LPP may refer matters to the Bar when appropriate."

Sasso said the best way to initiate a referral with the LPP is to simply contact him at abs@macfar.com or 727-441-8966.

Dan Smith is a St. Petersburg-based attorney who practices VA benefits law. He is a May 2008 graduate of Stetson University College of Law.

1. *In re Code for Resolving Professionalism Referrals & Amendments to Rule Regulating the Fla. Bar* 6-10, 367 So. 3d 1184, 1185 (Fla. 2023).
2. *Id.* at 1187.
3. *Id.* at 1185. The amended Professionalism Expectations are attached as Appendix B to the Supreme Court's order. *Id.* at 1190-1205.

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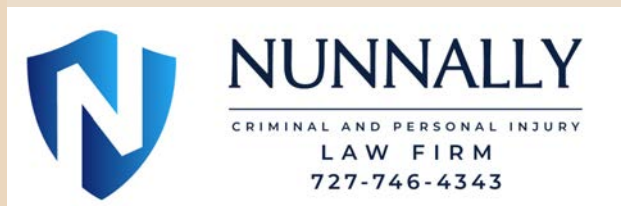
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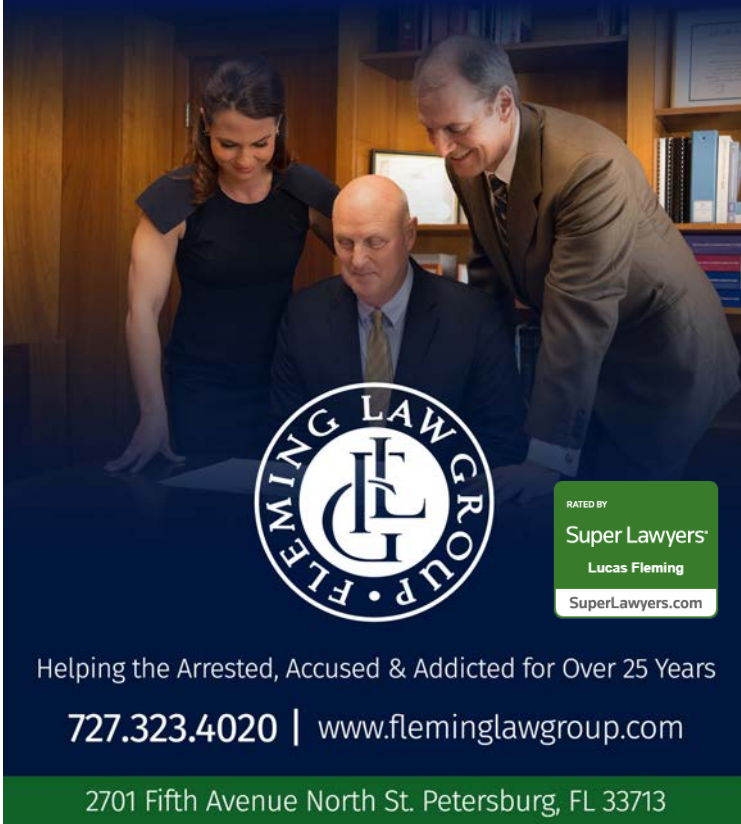
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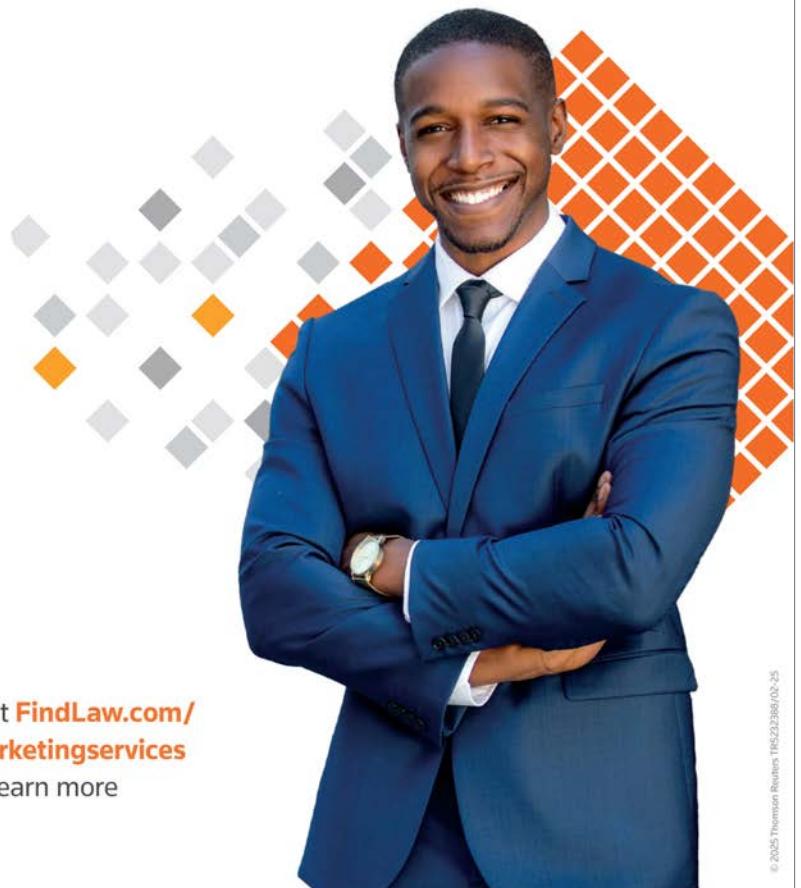
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Make 2026 Your Most Exciting Year Yet: Invite Adventure by Setting a Travel Goal

By Shannon L. Zetrouer



Do you love to travel but find yourself delaying the adventure due to the abundance of options and the burden of decision-making? Setting a travel goal may be just the inspiration and planning assistance you need. After COVID canceled our international travel plans, my husband and I purchased an RV and set two goals: taking our kids to all of the states and all of the national parks. In July of 2025 we finished the 50 states with a lovely family trip to Hawaii.



We're still working on the national parks, which proved to be harder than the 50 states, but we're about $\frac{2}{3}$ of the way finished with those as well. We drove to 49 of the states and flew to Hawaii. However, you could fly, drive, boat, bike, or take a train to accomplish the same goal.

The result? Epic adventures. Trips that helped plan themselves. A goal completed, as a family, with beautiful pictures and plenty of stories to tell. Completing our travel goal was a surprising delight. It wasn't about the end result; it was all about the adventures we had along the way that the goal inspired. It seemed the size of the United States shrunk just by setting the goal to see all of it. Also, when you are traveling by RV and have a husband who will drive all day and night - that helps, too. In completing this goal, we took our kids to places of historical significance like Mount

Rushmore, Crazy Horse Monument, the Statue of Liberty, the White House, the Empire State Building, Plymouth Rock, and Pearl Harbor. We drank from the fountain of youth, enjoyed the historic 4th of July parade on Bristol Rhode Island, foraged for mushrooms in the Pacific Northwest, and watched the kids surf the waves in Hawaii. We enjoyed events like the eclipse during the Albuquerque New Mexico Hot Air Balloon Festival, swam in the great Salt Lake in Utah, learned to make king cake while visiting Mardi Gras in New Orleans, and attended concerts at cool venues like the Gorge Amphitheater in Washington, Red Rocks Amphitheater in Colorado, and old theaters in New Hampshire and California. We watched the salmon swim upstream in Lake Tahoe, enjoyed the River Walk in San Antonio, stomped grapes in Oregon during harvest season, stood on a corner in Winslow Arizona, and watched the Northern Lights on the Alaska highway. Many of these things we wouldn't have done had we not been looking for something interesting to do in each state.

The benefits of Setting a Travel Goal:

- It's fun! All of us in the legal profession need more fun in our lives. Setting a travel goal gives us something other than our work to-do list, our house chore to-do list, and all of the other lists. It is inspiring and exciting.
- It plans your next vacations. Working through the 50 states created our next trips. What states are left? Are they close to each other? How many can we knock out on this trip? What's

something fun and different to do in each state?

- It can help you find interesting things you normally wouldn't travel to. In my 50-state example: some states have obvious spots for sight-seeing. Other states don't and that's where you can be creative. As an example: did you know the Dakotas have beautiful sunflower fields in August or that North Dakota has the largest buffalo statue? In West Virginia, if you are seven years and up, you can white water raft through America's newest National Park: The New River Gorge.

The fun and challenge of it keeps you motivated and energized to complete the goal.

Completing the goal is exciting and motivating for more adventures. We're already planning our next goal.

Travel Goal Ideas:

- Visit all countries in the European Union (this is our next goal). There are 27 total and you can find great train itineraries online to knock out a dozen in a couple of weeks.
- Visit all seven continents (also one of mine!).
- Visit all major league baseball stadiums.
- Visit all capital cities in the United States.
- Visit all seven natural wonders of the world: These are the northern lights, Grand Canyon, Great Barrier Reef, Harbor of Rio de Janeiro, Mount Everest, Paricutin, and Victoria Falls.
- Visit all 63 of the US national parks.

I am a huge fan of national parks. Note: there can be some confusion as to whether a certain place is a national

park. Just because a location is run by the national park service does not mean it is a national park. If you add national monuments, national historical sites, and national forests, you will have hundreds of places to visit—not just 63.

- Attend all of the biggest sports games (or one of each if there are multiple games as part of the finals): the Super Bowl, The World Series, The NBA Finals, The World Cup, the Stanley Cup, etc.
- Visit Dr. Beach's top ten best beaches from any given year.
- Visit the coolest concert venues. Some examples include Red Rocks, Ryman Auditorium, Madison Square Garden, The Gorge Amphitheater, the Sphere, and The Caverns.
- Visit different wine regions of the US or the world.

If you do decide to set a 2026 travel goal and complete it, perhaps you could

share your story with the *Paraclete* and inspire the rest of us? Happy travels!

Shannon L. Zetrouer is passionate about living life to the fullest and the managing partner of ZP Legal, which focuses on

timeshare, condominium and homeowners' association related real estate matters. Her passion for life and law is only superseded by her love for her children, Ariana Sol and Austen Lee, her husband, Trevor, and Pebbles, the family's Maltipoo.



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Together, we look forward to the next 100 years of collaboration, innovation, and service to Florida's legal community.

Cheers to 100 years!

Before we say goodbye to 2025, the St. Petersburg Bar Association (SPBA) leadership would like to thank everyone for being an integral part of the SPBA. It is through the support of SPBA members and leadership that the Bar has successfully navigated its 100-year history which began May 15, 1925 at the Suwannee Hotel and culminated with a beautiful celebration of this historic milestone May 15, 2025 at the Vinoy Resort & Golf Club. **The toast below, made by Executive Director Melissa Byers at the 100th Anniversary** (written without the help of artificial intelligence), captures the essence of the St. Pete Bar. Thank you for being part of this community and its success! Cheers to another 100 years!



"Herding cats. That is typically the sentiment expressed when people learn that I am a bar director. "Wow, that must be like herding cats." Or, they simply say, God bless you.

It is at this point, that I feel compelled to share that Nelson Mandela was an attorney.
And, no, I don't believe I am herding cats.

I believe I am blessed to be the conductor of a beautiful symbiotic symphony. Each part is perfectly tuned and beautiful alone, but the magic is in the collective group.

Each part builds on the other – law students, young lawyers, seasoned members, bar leadership, sponsors, and the judiciary.

I wish I could wear a GoPro camera on my head and record the daily conversations I have with so many of you in this room.

If I could, the reflection would be Nelson Mandela, not cats.

Everyone would see the magic, the mentorship, the kindness, the strength, the vulnerability, and the love that defines this bar.

I invite you to raise your glass:

***To honoring this historic moment,
celebrating the mission, and embracing
the magic that each of you bring
in creating this beautiful symphony.***

Cheers to 100 Years!"

~ Melissa Byers





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— SCOTT STICHTER, STICHTER RIEDEL BLAIN & POSTLER P.A.

PROFESSIONALISM CHALLENGES?

Contact the Local Professionalism Panel (LPP)

professional
part in an activity, such as spo
displaying a high level of com
3 undertaken or performed b

PRIORITY

To address, in a confidential manner, unprofessional attorney conduct that has not risen to the level of necessitating a formal complaint with The Florida Bar.

PANEL

12 members ("Intermediaries" including a "Contact Attorney") appointed by the Sixth Circuit Chief Judge.

PRIVATE

All referrals and communications within the LPP are confidential.

PROCESS

- ✓ Bar members (Referring Party) may initiate an unprofessional conduct referral related to a member (Referred Party) of The Florida Bar by contacting the Contact Attorney.
- ✓ The Contact Attorney will contact an Intermediary and describe the referral.
- ✓ The Intermediary may contact the Referred Party to discuss a resolution, contact another Intermediary, decide there is no unprofessional conduct or insufficient information, or refer the matter to The Florida Bar.
- ✓ When the matter has been resolved, the Intermediary will contact the Referring Party to share the resolution.

PROFESSIONALISM REFERRALS

Contact Andy Sasso
MacFarlane, Ferguson, McMullen

abs@macfar.com
727.444.1409

See Administrative
Order 2025-033

Supreme Court of Florida

ADDITIONAL DETAILS

IN RE: Code For Resolving
Professionalism Referrals
No. SC2023-0884

PANEL

Chair of LLP: Andrew Sasso

Circuit Wide Contact Attorney, 727-441-8966

PASCO COUNTY

NAME	CONTACT INFORMATION	PRACTICE AREA	TERM EXPIRATION
Ryan Doddridge	Office: 727-846-8500	Probate/Civil	June 30, 2027
Francis Werner-Watkins	Office: 727-863-1553	Criminal	June 30, 2027
Amanda Colon	Office: 813-254-8998	Family	June 30, 2026
L. Javan Grant	Office: 813-995-6444	Personal Injury	June 30, 2028
James Stearns	Office: 727-846-8500	Probate/Civil	June 30, 2028

PINELLAS COUNTY

Andrew Sasso	Office: 727-441-8966	Probate	June 30, 2027
Bridget Heptner	Office: 727-726-9799	Family	June 30, 2027
Denis DeVlaming	Office: 727-461-0525	Criminal	June 30, 2026
Joshua Chilson	Office: 727-461-1818	Personal Injury	June 30, 2026
Raleigh "Lee" Greene	Office: 727-821-2900	Family	June 30, 2026
Shirin Vesely	Office: 727-896-7171	Civil	June 30, 2028
Zack Zuroweste	Office: 727-796-7666	Probate/Civil	June 30, 2028
Weston "Wes" Smith	Office: 727-408-6100	Personal Injury	June 30, 2028
William Douglas Baird		Retired Judge	June 30, 2028

GLOSSARY

- ✓ **Referring Party** - Party initiating the referral to the Local Professionalism Panel (LPP)
- ✓ **Contact Attorney** - Person who accepts the referral from the Referring Party.
- ✓ **Intermediary** - Member of the LPP who the Contact Attorney calls to handle the referral.
- ✓ **Referred Party** - The attorney whose conduct is the subject of the referral.

PROFESSIONALISM REFERRALS

Contact Andy Sasso
MacFarlane, Ferguson, McMullen

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