

FALL 2009 NEWSLETTER

GTLA Bar Association Fall Dinner Scheduled for November 12th



Mark your calendar!

The bar association's fall dinner and business meeting are scheduled for Thursday, November 12th at Boone's Long Lake Inn.

Cocktails will be served at 5:30.

A short business meeting and the presentation of the Madeleine Thomas award will start at 6:00, with dinner being served afterward.

The event is free to GTLA Bar Association members. Non-members, including spouses, are welcome. Non-member ticket prices are \$30.

Registration forms for the dinner will be sent out shortly.

We look forward to seeing you there!

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The WLA held a going-away party in early September for former secretary T.J. Andrews, who has moved to Washington D.C. Although we were sad to see her go, we are excited for her and wish her the best in her new endeavor.

The WLA is currently planning an event for the entire GTLA Bar Association highlighting "collaborative lawyering".

The WLA is also planning a networking event and fall and holiday dinners.

We would like to thank all returning members who renewed their memberships and welcome all new members. If you would like to join the WLA, are interested in holding an executive position, or would like to become more involved, please email Deborah Rysso at dryssso@rizzolawonline.com or come to one of our monthly meetings. Meetings are generally held on the second Tuesday of the month, from noon to 1 p.m. in the law library.

Deborah Rysso,
President



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Retired FBI Special Agent

U.S. Supreme Court Gross Age Discrimination Case

Lee Hornberger



This article briefly reviews the recent U.S. Supreme Court decision of *Gross v FBL Financial Services, Inc.*, ___ US ___ (June 18, 2009).

In *Gross*, the issue was whether a plaintiff must present direct evidence of age discrimination in order to obtain a mixed-motives jury instruction in an Age Discrimination in Employment Act of 1967 (ADEA), 29 USC 621 *et seq.*, lawsuit. The ADEA is the Federal discrimination law that proscribes age discrimination by covered employers. A mixed-motives jury instruction basically means that, if there is evidence of several reasons for the adverse employment action, of which one reason is illegal, the burden of persuasion then shifts to the employer to show that it would have taken the adverse employment action even without the presence of “a” proscribed motivating reason. McNamara and Southerland, *Federal Employment Jury Instructions*, §§ 3.272 - 3.273, pp 3-53 to 3-55 (James Publishing).

Justice Thomas wrote the majority decision, joined by Chief Justice Roberts and Justices Alito, Kennedy, and Scalia. The majority decision held that a mixed-motives jury instruction is never proper in an ADEA case. Because the majority decision held that ADEA plaintiffs retain the burden of persuasion to prove all disparate-treatment claims, the majority decision did not address whether plaintiffs must present direct, rather than circumstantial, evidence to obtain a burden-shifting instruction. Citing *Desert Palace, Inc v Costa*, 539 US 90, 99 (2003), the majority decision concluded that there is no heightened evidentiary requirement for ADEA plaintiffs to satisfy their burden of persuasion that age was the “but-for” cause of the employer’s adverse action.

Plaintiff relied on decisions construing Title VII, 42 USC 2000e, for his interpretation of the ADEA. Title VII is the federal discrimination law that proscribes color, national origin, race, religion, and sex employment discrimination by covered employers. The majority decision held that Title VII is materially different concerning the relevant burden of persuasion, and Title VII decisions do not control the interpretation of the ADEA.

According to the majority decision, Congress amended Title VII in 1991 to clearly allow discrimination claims in which a proscribed consideration was “a motivating factor” for the adverse employment action. 42 USC 2000e-2(m) (“an unlawful employment practice is established

when the complaining party demonstrates that race, color, religion, sex, or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice”).

Unlike Title VII, according to the majority decision, the ADEA’s wording does not provide that a plaintiff may establish discrimination by showing that age was simply “a” motivating factor. Congress did not add such a provision to the ADEA when it amended Title VII to add §§2000e-2(m), even though Congress at the same time amended the ADEA in several ways.

The ADEA provides that “[i]t shall be unlawful for an employer... to fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s age.” 29 USC 623(a)(1).

Using dictionary definitions of “because,” the majority decision concluded that under 623(a)(1), the plaintiff keeps the burden of persuasion to establish that age was the “but-for” cause of the employer’s adverse action.

The majority decision held that a plaintiff in an ADEA disparate-treatment case must prove, by a preponderance of the evidence, that age was the “but-for” cause of the challenged adverse employment action. The burden of persuasion does not shift to the employer to show that it would have taken the action regardless of age, even when a plaintiff has produced evidence that age was one of the motivating factors for the adverse employment action.

Justice Stevens dissented, with Justices Breyer, Ginsburg, and Souter joining. Justice Stevens’ viewpoint was that the majority decision’s “resurrection of the but-for causation standard is unwarranted. *Price Waterhouse v Hopkins*, 490 U. S. 228 (1989)] repudiated that standard 20 years ago, and Congress’ response to our decision further militates against the crabbed interpretation the Court adopts today.”

Justice Breyer dissented, with Justices Souter and Ginsburg joining. It was Justice Breyer’s viewpoint that the words “because of” do not inherently require a showing of “but-for” causation, and he saw no reason to read them to require such a showing.

Lee Hornberger, Arbitration and Mediation Office of Lee Hornberger, www.leehornberger.com, can be contacted at leehornberger@leehornberger.com or 231-941-0746.

In Memoriam

The Grand Traverse-Leelanau-Antrim Bar Association extends its deepest sympathies to the family and friends of the Hon. Joseph E. Deegan, who passed away on July 23, 2009. Judge Deegan was sincere and well respected, both on and off the bench. His presence will be sorely missed.

Heard in the Halls

George F. Bearup of Smith Haughey Rice & Roegge is included in the 2009 *Super Lawyers* Estate Planning and Probate category. **Bearup, Mark P. Bickel, and Todd W. Millar** have also been selected for inclusion in the 2010 edition of the *Best Lawyers In America*.

Aaron K. Bowron, Chris Bzdok, Michael A. Richey and Karrie A. Zeits were among the 2009 *Traverse City Business News*' "40 under 40" recipients. The "40 under 40" winners are selected from hundreds of nominees and distinguished as "movers, shakers and progressive community, region and economy makers."

Wilson Brott has re-joined his father's law firm, which will now be known as Brott, Kipley, Settles, Shumar & Brott, P.C. He will operate primarily out of a new satellite office of the firm located in Suttons Bay. His new contact information is: 421 N. St. Josephs Avenue, Suite 203, Suttons Bay, MI 49682, Phone (231) 313-7448, Fax (231) 271-4577, e-mail Wilson.Brott@gmail.com.



Brian A. Hall, an attorney and member of Traverse Legal, PLC, has been elected to the first of two consecutive three-year terms on the Board of Directors of the Michigan State University College of Law Alumni Association. His focus will be on alumni membership and strategic planning. In addition,

Brian was also recently appointed to the Board of Directors for the United Way of Northwest Michigan after completing a project for the United Way as part of the Leadership Grand Traverse Class of 2008-2009.



Lee Hornberger, of the Arbitration and Mediation Office of Lee Hornberger, was recently added to the Michigan Employment Relations Commission's list of grievance arbitrators. He is an arbitrator and/or mediator with the American Arbitration Association, Financial Industry Regulatory Authority, National Arbitration Forum, National Futures Association, and various courts, including the U.S. District Court for the Western District of Michigan.

In addition, Lee is co-author of "Defusing Workplace Time-Bombs: Drafting Employment Agreements and Policies to Prevent Disputes, Avoid Tax Traps, and Settle Cases,"

American Law Institute-American Bar Association (2009).

Paul T. Jarboe has been named to the Garfield Township Planning Commission.



Lawrence R. LaSusa will be co-presenting an Employer Training Council workshop entitled, "Creative Employer Staffing During Tough Times" on Tuesday, October 27th at the Traverse City Michigan Works Service Center. The Employer Training Council, a nonprofit council made up of

public and private industry, is committed to identifying key workforce issues and offering solutions to community businesses through training and workshops. Members and sponsors include Grand Traverse Container, Alcotec Wire Corporation, Northwest Michigan WORKS!, Traverse City Area Chamber of Commerce, Benzie County Chamber of Commerce and the Northwest Michigan Council of Governments.

Matt Nordfjord is now Of Counsel with Zimmerman, Kuhn, Darling, Boyd, Quandt & Phelps, PLC and will be expanding his practice to the firm's office in Lansing to live with his wife while still maintaining his practice and regular presence in Traverse City.



This summer, Sterling Law Office hired **Steven W. Paciorka** as their new Associate Attorney. Paciorka came to Empire from Kupelian Ormond & Magy, P.C. in Southfield, Mich. He holds a B.A. in Political Theory from Michigan State University and graduated with a Juris Doctor,

Magna Cum Laude, from Michigan State University's College of Law.

Joe Quandt has been selected for inclusion in the 2010 edition of *The Best Lawyers in America* for environmental law, an honor bestowed upon less than 1% of all practicing attorneys.



John Scott accepted the honors of becoming the State Chair for the American College of Trusts and Estates Counsel.

Internet Website Development – Starting with the Important Basics of Content

Ursula Rozanski

On Tuesday, January 19th, the GTLA Bar Association will be hosting a half-day Rozanski & Associates, Inc. seminar entitled “Managing the Small and Solo Law Firm: Overview of the Elements.” This seminar focuses on the non-lawyering elements that are crucial to running a successful law practice; marketing and managing the law practice as a business. Website Development is one of the ten modules that will be covered in this information rich seminar.



Before you consider what technology will be used for your firm’s website, before you decide on the layout, colors, font style and flow of one page to another, it’s most important to develop the content. Content is the text and context that will communicate what you’d like your prospects, clients, affiliates and associates to

know about your firm. Additionally, the added step of “categorizing” the content while developing it, readily facilitates the design of the website pages. For example, if you chose the following categories for your content: (1) overview of the firm, (2) details about the firm, (3) products and services the firm offers, (4) clients we serve, (5) news about the firm, (6) contact information, then you’ve identified the key categories of content for a simple “foundation” website. What’s placed in each category? The information you use on a daily basis when you’re promoting the firm to prospects, clients, affiliates and associates. The content of each category also answers questions that a prospective client would have regarding your firm. Some examples of categorized content follow:

(1) Overview of the Firm – What are the firm’s defined areas of law practice; what differentiates your firm from others who practice in the same areas of law; what types of issues are your typical clients facing when they come to your firm and more importantly how you can help them; what the firm’s key attributes are and how they will best serve the client’s interests; and what the firm’s awards, recognitions and credentials are that demonstrate your commitment to your firm’s mission, vision, ethics and competencies.

(2) Details about the Firm – When was the firm established; who were the founding members; what is its history; what are its mission, vision, core competencies, cul-

ture and guiding principles; what are the backgrounds of the firm’s members and what have they achieved; and in what way are the firm and its members involved in the community.

(3) Products and Services the Firm Offers - Details of the services (and any related constraints) that the firm offers its clients; what features and benefits could be realized by the client that utilizes the firm’s services; what specific “value priced” services or special offers (free initial consult) your firm offers or that the firm has “packaged” or structured into a fixed price service.

(4) Clients We Serve – Outlines specific types of clients served by the firm by discipline and/or industry that provides clear details about the firm’s clientele and successes. May provide (waivered) client testimonials about the experience of working with the firm.

(5) News About the Firm - Could include press releases, event notifications, newsletters, publications, promotions, marketing collateral downloads, affiliate events, speaking engagements, event participation, community outreach efforts, and recent awards, recognitions, and credentials.

(6) Contact Us for More Information – The firm’s email contact information, its locations and addresses, phone numbers, contact names, and fax numbers.

Starting with these content basics provides you with a solid and manageable website foundation that’s highly effective from a marketing perspective. It optimizes the overall website development costs and organizes the firm’s information into one cohesive communication point. It can also provide collateral for building the firm’s marketing “brand” and shorten the actual website design and implementation process.

Ursula Rozanski is Managing Principal/President of Rozanski & Associates, Inc., a Michigan-based management consulting / resources provision firm for small to medium enterprises (www.rozanskiandassoc.com), and in particular professional services firms. The company was established in 1995 and incorporated in 2001. Ursula can be reached via email at urozanski@rozanskiandassoc.com, or by phone at 989-225-2570.

Madeleine Thomas Award Nominations Sought

Dear Member:

As we approach our 2009 Fall Dinner Meeting, as Committee Chair I am contacting you regarding the Madeleine Thomas Award. If you are not familiar with Madeleine, she was a local attorney who tragically died in a rafting accident on a family trip. She was a passionate advocate, and targeted many charitable organizations with her services, her greatest work centered on domestic violence. In part, it was through her commitment that the Woman's Resource Center has become the multifaceted service and education organization we find today. After Madeleine's passing, several attorneys discussed the lack of recognition that so many of our extraordinary attorneys in this community richly deserve. While understanding that each one of us willingly gives personally of their time, expertise, and financial support, it is also usually work that goes unnoticed by the general public. In hoping to memorialize the charitable work of Madeleine, we as a Bar Association now annually recognize one attorney for the Madeleine Thomas Award.

The criteria for the award are service to the community, non-profit work, and, quite simply, through actions and personal contribution, making this community better for all of us. Past winners include Jerry Colligan, Patrick Heintz, Jo Bullis, Ron Sondée and last year's recipient, Stephen C. Chambers. It would be a disservice to them to try and summarize their accomplishments, however, suffice it to say that each year we have identified the best of the best for this prestigious award.

We as a group tend to go about our business, work quietly within the community, never seeking recognition for what many of us assume to be part of the vocation we chose, all the while our media makes every attempt to fully disclose transgression, regardless of how minor, giving the public a false sense of the state of our profession. It is the secondary intent of this award to reinforce the positive work by our membership that would otherwise go unnoticed by the general public.

Please take the time to nominate a worthy member for this award. Your nomination can be tendered to any of the Committee Members for consideration; their names are set forth below. Please make your nomination in writing, and summarize those contributions that you believe make the person a candidate. We, as a committee, will meet prior to the next Grand Traverse-Leelanau-Antrim Bar Association's Board of Governors Meeting, and therefore I would ask that your written submissions be made prior to October 12, 2009. Upon reviewing the nominations, it may be necessary to contact you to secure additional information, therefore, please include your contact information within your submission. In the event you would like to make an anonymous nomination, please be as complete as possible in your nomination so we may gather additional information as needed.

Sincerely,

Michael J. Long

Direct dial: (231) 947-7901 x 110

mjlong@zimmerman-kuhn.com

Madeleine Thomas Award Committee Chair

Madeleine Thomas Award Committee Members:

Ms. Billie Jo Clark, Esq

Mr. John Blakeslee, Esq

Mr. Patrick Wilson, Esq

Mr. Douglas Bishop, Esq

Grand Traverse Area Legal Professionals to Host 40th Annual Recognition Banquet and Bosses Night

On October 15, 2009, at the Great Wolf Lodge, GTALP will host the 40th Annual Recognition Banquet and Bosses Night. In celebration of their "ruby" anniversary, GTALP will be honoring all local attorneys who have been in practice for 40 or more years.

Following dinner, the 2009 Grand Traverse Area Boss of the Year and the 2009 Legal Professional of the Year will be awarded. The evening will conclude with a huge raffle with prizes including multiple overnight lodging packages, free rounds of golf, and gift baskets from local merchants and many GTALP members.

Cocktails begin at 5:30 p.m. and dinner will be served at 6:30 p.m. Watch your mail for your invitation. Be sure to put this event on your calendar. It is an evening you won't want to miss!

Your Young Lawyers Association

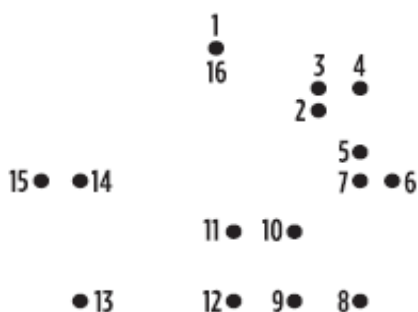
Corey J. Wiggins, YLA Chairman

Now that the rigorous ritual that we call summer is over, we can begin to settle back into the normal routine of life. The Young Lawyers Association hopes that your routine includes attending and participating in events hosted by it.

In these times, and with our busy professional and personal lives, it is important to look to the basics of life and what we can do to make the lives of those who are less fortunate a little easier. To that end, this year the YLA is looking forward to being involved with community service projects in our area. The first project that the YLA will be involved in is a toy drive for the local Toys For Tots program. Details on this drive will be forthcoming.

In addition to community service, the YLA will continue hosting its monthly Bar Night on the first Thursday of each month, beginning in October. Bar Night is open to all members of the GTLABA and is a great opportunity to get to know each other outside of our professional roles. Bar Night this year will be held at different venues around the Traverse City area.

I recently had the opportunity to review reports describing events that other young lawyers in the state hosted and participated in. I was astonished at the size of the events and the number of participants. The participation in YLA events for our association last year started strong but dwindled as the year progressed. I have spoken with members who had great suggestions, and I will try to implement as many of those suggestions that I can. I am dedicated to making the GTLABA YLA as great of an organization as those in other jurisdictions, but I cannot do it alone. If you are not a member of the YLA, please consider joining by contacting the GTLABA or myself. Also, if you have any suggestions or opportunities that you think would be of interest to the YLA, please feel free to contact me at coreyjwiggins@gmail.com or (231) 946-8630.



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Young Lawyers Association Bar Night Returns



The Young Lawyers Association of the GTLA Bar will resume hosting their monthly bar night on the first of October.

All local attorneys, young and not-so-young, are welcome to take part in this casual networking opportunity.

Bar Night is held on the first Thursday of each month at different venues around the area. Keep your eye on the bar association's weekly e-newsletter for updates or contact YLA Representative, Corey Wiggins, at 946-8630.

Available

Michigan Appellate Digest (1980-1987)
If interested, contact Barb at 946-5441.

Michigan Supreme Court**Order**

June 30, 2009

ADM File No. 2008-33

Amendment of Rule 2.511 of the Michigan Court Rules

On order of the Court, notice of the proposed changes and an opportunity for comment in writing and at a public hearing having been provided, and consideration having been given to the comments received, the following amendment of Rule 2.511 of the Michigan Court Rules is adopted, effective September 1, 2009.

[Additions are indicated by underline, and deletions by strikethrough.]

MCR 2.511 Impaneling the Jury

(A)-(G) [Unchanged.]

(H) Oath of Jurors; Instruction regarding prohibited actions.

(1) The jury must be sworn by the clerk substantially as follows:

“Each of you do solemnly swear (or affirm) that, in this action now before the court, you will justly decide the questions submitted to you, that, unless you are discharged by the court from further deliberation, you will render a true verdict, and that you will render your verdict only on the evidence introduced and in accordance with the instructions of the court, so help you God.”

(2) The court shall instruct the jurors that until their jury service is concluded, they shall not

(a) discuss the case with others, including other jurors, except as otherwise authorized by the court;

(b) read or listen to any news reports about the case;

(c) use a computer, cellular phone, or other electronic device with communication capabilities while in attendance at trial or during deliberation. These devices may be used during breaks or recesses but may not be used to obtain or disclose information prohibited in subsection (d) below;

(d) use a computer, cellular phone, or other electronic device with communication capabilities, or any other method, to obtain or disclose information about the case when they are not in court. As used in this subsection, information about the case includes, but is not limited to, the following:

(i) information about a party, witness, attorney, or court officer;

(ii) news accounts of the case;

(iii) information collected through juror research on any topics raised or testimony offered by any witness;

(iv) information collected through juror research on any other topic the juror might think would be helpful in deciding the case.

Staff Comment: This amendment requires judges to instruct jurors that they are prohibited from using computers or cell phones at trial or during deliberation, and are prohibited from using a computer or other electronic device or any other method to obtain or disclose information about the case when they are not in the courtroom. The instruction shall be given when the jury is empaneled.

The amendment prohibits jurors from reading about or listening to news reports about the case and prohibits discussion among jurors until deliberation. The prohibition on juror discussion does not apply to courts participating in the jury reform pilot project, which specifically allows jurors to discuss a case before the close of evidence. The staff comment is not an authoritative construction by the Court.

GTLABA Members Participate in the United Way "Day of Caring"

Local GTLAB Members Matt Classens (Bishop & Heintz, P.C.), Brian Hall (Traverse Legal PLC), Kyle Trevas (Kyle B. Trevas, P.C.) as well as John DiGiacomo (Traverse Legal PLC Law Clerk) all participated in the annual 2009 United Way "Day of Caring." Their project included painting the front porch of the Dakoske-Phoenix Addiction Treatment Services on Eighth Street in Traverse City. 86th District Judge and local GTLA Bar Association member, Hon. Michael J. Haley, also stopped by to assist in the days festivities. It is days and activities like these that make northern Michigan such a great place to live and practice law.

Hornberger, Saffell, and Joseph Receive Top Awards for Volunteer Mediation Services at CRS

Lee Hornberger, James Saffell, and Wanda Joseph received top awards for their volunteer services at Conflict Resolution Services (CRS) annual recognition event held September 23rd at the Traverse City Elks Club.

Mr. Hornberger was honored with the Pinnacle Award for delivering the highest hours of pro bono mediation services in years 2008-2009. Mr. Saffell won the Prodigy Award given to the CRS trainee who becomes fully accredited then volunteer mediates the most hours for CRS. Ms. Joseph took the Pundit Award for volunteering the most hours to train and coach other CRS mediators with the goal of improving and broadening their skills.

According to CRS President, Barbara Budros, "Lee, Jim, and Wanda have generously volunteered their time and outstanding talent to help fellow community members resolve their disputes through mediation. The demand for CRS' services has increased 20% in the last year – probably largely due to the economy. CRS volunteer mediators, as exemplified by these leaders, have stepped up to the plate to handle the increase. The CRS Board is very proud of all our volunteers."

Conflict Resolution Services, Inc. is a non-profit organization that offers affordable dispute resolution using trained, neutral mediators. CRS delivers timely, non-adversarial mediation and arbitration services, facilitation of public or private meetings, state-certified mediator training, and customized skills-building training to area business firms and educators.

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GTB Tribal Court Opinions Now on Westlaw

The Grand Traverse Band Tribal Judiciary's written opinions, including those of the Tribal Court, Tribal Appellate Court, and Tribal Judiciary *en banc* are now available on Westlaw, with the usual Westlaw key cites and annotations. The database is GTBTRIB-CS. The Court has free access to these opinions, as does the GTB Legal Department and the GTB Prosecuting Attorney. Those of you regularly practicing in the Tribal Court may request access to the database through your Westlaw account representative.

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GTLA Bar Association Mission Statement: *The Grand Traverse-Leelanau-Antrim Bar Association is a Michigan not-for-profit corporation whose members are attorneys principally practicing in Grand Traverse, Leelanau and Antrim counties. Its mission is to maintain the highest professional standards and competence among attorneys, to promote collegiality and camaraderie among attorneys, to improve the administration of justice, and to provide law-related service and education to its members and the public.*

2009-2010 - The GTLA Bar Association officers for 2009-2010 were elected at the May 7, 2009, annual meeting.

Board of Governors

President	Jo L. Bullis	941-1210
President-Elect	Shelley A. Kester	922-6800
Past-President	Jennifer Berry	929-3113
Secretary	Deborah Rysso	933-5207
Treasurer	Mardi Black	271-3402
At Large:	Aaron Bowron	6/30/10 946-8630
	Kristen Campbell	6/30/10 486-4542
	Michael Richey	6/30/10 947-4900
	Shawn Worden	6/30/10 929-4878
	Larry LaSusa	6/30/11 392-9616
	Mattis Nordfjord	6/30/11 947-7900
State Bar	John Blakeslee	946-2700
Representatives	Robert Witkop	946-4300
Young Lawyers	Corey Wiggins	946-8630
Women Lawyers	Deborah Rysso	933-5207
Exec. Director	Jill Porter	922-4715

Committee Chairs

Alternative Dispute Resolution	John Racine	947-0400
Charitable Giving Foundation		
Circuit Court Judicial Liaison		
Continuing Legal Education	Larry LaSusa	392-9616
District Court Judicial Liaison	Jennifer Berry	929-3113
Probate Court Judicial Liaison		
Family Division Cir. Ct. Liaison		
Financial	Mardi Black	271-3402
Law Day	Michael Richey	947-4900
Law Library	Mike Borden	947-0400
Media	Larry LaSusa	392-9616
Membership	Jo Bullis	
Mentor	Shelley Kester	922-6800
Newsletter	Aaron Bowron	946-8630
Pro Bono		
Program/Special Events	Jennifer Berry	929-3113
TARS	Mattis Nordfjord	947-7900

Bar Association Newsletter

Editor & Committee Chair: Aaron Bowron. Published Quarterly. Kindly mail articles and information to GTLABA by Dec. 21, 2009, for publication in the winter issue. Questions or comments should be directed to Aaron Bowron at legaloil@aol.com.



JENNY SMITH DOESN'T SEEM WORTH SUING.

UNLESS YOU KNOW SHE'S ALSO JENNIFER KAMINSKI, THE REAL ESTATE HEIRESS.

NEW WESTLAW PEOPLEMAP

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26th Annual Jack Roney Memorial Golf Outing

The Bar Association's annual Jack Roney Memorial Golf Outing was held on September 17, 2009, at Elmbrook Golf Course. A total of 31 golfers enjoyed themselves for the day in our scramble format.

The victorious team, posting a score of 10 under, consisted of Steve Chambers, T.L. Phillips, Dean Robb and Jim Saffell, whose names will be inscribed on our trophy, to be kept at the law library.

Doug Bishop again obtained a number of door prizes this year. The major door prize, a TV donated by Paul Goebel Group, was won by John Racine.

Prize winners for closest to the pin were Doug Bishop, John Racine and Josh Reynolds, longest putt went to Tom Wells and longest drives went to Linda Raetz and Gary Popovits.

As always, your suggestions and comments on any aspect of the golf outing are welcome.

John Racine



The winning foursome: Dean Robb, Steve Chambers, Jim Saffell, and T. L. Phillips



Charles Kaplan, Kent Rozycki, Mike Borden



Linda Marsh Raetz, Mike Swogger, David Bieganowski, Al Couture



Josh Reynolds, Troy Stewart, Mike Richey, and Gary Popovits

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