The Return of the Summer Vacation

Flexibility Remains Central to Law Firms’ Time-Off Policies

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Summer vacations have returned. But, as law firms slowly migrate attorneys back to the office, mostly in hybrid form, time-off policies need to be examined. Whether lawyers are looking to take that huge trip they’ve delayed for the last couple years or simply want to stay close to home without the work stress, the balance between well-being and managing a practice is more important than ever.
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[osbar.org/admissions/TemporaryPractice](osbar.org/admissions/TemporaryPractice)
Chief Judge Lagesen added that feedback solicited early next year will help in deciding if a permanent change is considered. The order adopting these amendments is available at https://www.courts.oregon.gov/rules/ORAP/COA_CJO_22-02.pdf.

U.S. District Court Offers CLE, Pro Bono Opportunities on June 15

Pursuant to the Pro Bono Work to Empower and Represent Act ("POWER Act"), the District of Oregon hosts an annual event to promote pro bono services for survivors of domestic violence, dating violence, sexual assault and stalking. This year's POWER Act event will be held online on June 15 from noon to 1 p.m. and focuses on teen dating violence. Julia Tycer, prevention education program manager with Raphael House of Portland, will discuss issues surrounding teen dating violence and the outreach that Raphael House conducts in the community and local schools. Legal Aid Society will also share information regarding pro bono opportunities with its domestic violence project.

This seminar is approved for one hour of Access to Justice OSB MCLE credit (ID 89586). To register for this free event, visit the Multnomah Bar Association's website at www.tinyurl.com/2022USDistrictCourtCLE. Questions? Contact Judge Youlee Yim You at youlee_yim_you@ord.uscourts.gov.

Lane County Bar Association to Host Affinity Bar Event on June 16

The Lane County Bar Association's Diversity, Equity, and Inclusion Committee is hosting an in-person affinity bar event on June 16 at 5 p.m. The goal is to gather members of various affinity bars and Lane County attorneys to enhance existing relationships across the state and build new connections, particularly those interested in DEI goals. Registration information can be found on the Lane County Bar Association website at www.lanecountybar.org. For questions, contact Felipe Alonso III at falonso@uoregon.edu or (541) 346-3809.

Nancy Bergeson Ardent Advocacy Lecture Series Set for June 16

The Oregon Criminal Defense Lawyers Association invites all Oregon attorneys to

By the Numbers

Return to an Unhealthy Normal

Lawyers are learning to cope with pandemic-related stress, but the legal field still has a long way to go before it fully addresses its mental health struggles, a new study shows. Law.com and ALM Intelligence recently released the findings from their 2021 annual mental health survey, based on the responses of more than 3,400 legal professionals from around the world. Promisingly, rates of anxiety and depression in the industry decreased slightly last year. But the industry’s underlying issues remain — none of the survey’s statistics dropped below pre-pandemic levels, and the percentage of legal professionals who have considered suicide remains troublingly high.

35%
Rate of respondents who said they struggle with depression, compared to 37% in 2020 and 31% in 2019.

67%
Rate of respondents who said they struggle with anxiety, compared to 71% in 2020 and 64% in 2019.

44%
Rate of respondents who described mental health struggles and substance abuse within their industry as “at crisis levels,” up by 3% from 2019 and 2020.

19%
Rate of respondents who have considered suicide at some point in their career.

— Law.com, May 10, 2022
Quotable

“When choosing to attend law school, I was drawn to Oregon for how its community ethic stood out compared to the competitiveness apparent with other options. There’s always been a willing colleague to talk me through a thorny or novel issue, and I do my best to always help other lawyers with the same. We all carry a heavy load for our clients; it lightens the load if we do it together.”

— Celia Howes, recently appointed Multnomah County Circuit Court judge, on her decision to attend law school in Oregon after earning her bachelor’s from Texas A&M. University of Oregon School of Law, “Reflections from Oregon Law alumni with 2022 Oregon court appointments,” May 6, 2022.

New ABA Data Breaks Down Bar Pass Rates

The ABA Section of Legal Education and Admissions to the Bar has released new bar scores from 196 ABA-approved law schools. Overall, the report shows pass-rate differences when broken down by race, ethnicity and gender. Full details on bar passage rates for 2021-2022 are available at www.americanbar.org/groups/legal_education/resources/statistics.
Unpacking Complex Potential Conflicts in 3 Civil Scenarios

Client as a Witness

By Ankur Doshi

What do you do when the new witness is your current client? What about your former client? Oregon’s current client conflict rule, Rule of Professional Conduct (RPC) 1.7, and former client conflict rule, RPC 1.9, govern what to do when you suspect the need to cross-examine a client or former client. While the most predictable situations arise when a current or former client appears on the opposite side of a case caption, practitioners encounter more complex scenarios where these conflicts occur.

Today, we will interpret and apply these RPCs in three civil scenarios. With each scenario, we will consider the more complex analysis required when a conflict exists because a witness in one case is a current or former client.

Scenario 1

You represent a plaintiff in an action alleging mental distress as an injury. The defendant subpoenas the plaintiff’s psychotherapist to testify.

The Plaintiff’s psychotherapist appears at the deposition without an attorney. They ask if you can represent them for this deposition. Can you represent them and the plaintiff?

Oregon Formal Ethics Opinion 2005-130 analyzes the issues that arise when an attorney wishes to represent both a party as well as a third party witness. The key, of course, is whether the plaintiff and psychotherapist are directly adverse, or your responsibility to represent one client presents a significant risk of materially limiting the representation of the other. Here, as a neutral third party, no circumstances indicate that the psychotherapist is directly adverse to your client.

While there is a potential for adversity depending on the testimony of the psychotherapist, the potential is not enough to create an actual conflict that would prevent you from representing either party. The Oregon Supreme Court noted that “concerning a multiple client representation, the specific question … is whether the client interests ‘are adverse’ at the time that the lawyer seeks to undertake the representation, not whether they might be adverse in the future.” This situation does place you in a dilemma since you are unlikely to know whether the witness’s testimony will be adverse to the plaintiff or not at the onset of representation.

What if, later in the course of representation, the witness’s actions or testimony make it clear that the adversity is not just potential but actual? Barring consent under RPC 1.7(b), you would have to withdraw under RPC 1.7(a)(1), cross-examination likely creates an adversarial position between the two clients. Comment [6] of the ABA Model Rule 1.7 confirms this, noting “a directly adverse conflict may arise when a lawyer is required to cross-examine a client who appears as a witness in a lawsuit involving another client, as when the testimony will be damming to the client who is represented in the lawsuit.” ABA Formal Opinion 92-367 further expounds on the reasoning, noting:

As a general matter, examining one’s own client as an adverse witness on behalf of another client, or conducting third party discovery of one client on behalf of another client, is likely (1) to pit the duty of loyalty to each client against the duty of loyalty to the other; (2) to risk breaching...
the duty of confidentiality to the client-witness; and (3) to present a tension between the lawyer’s own pecuniary interest in continued employment by the client-witness and the lawyer’s ability to effectively represent the litigation client.

Where the interest of the client and the witness are adverse on the same matter or similar matters, the attorney has conflicting duties to each client. Accordingly, under Oregon RPC 1.7(b)(3), the conflict is likely not waivable. The potential for the attorney to use confidential information gained during the representation of the adverse witness during cross-examination would be great, and could lead to a violation of RPC 1.6 and 1.8(b). The converse is that the attorney could not advocate competently for their client if they seek to protect the adverse witness and the witness’s confidentiality.

Ideally, the lawyer would not undertake representation of the client in this instance, but the lawyer may not have known or reasonably believed that doctor would become an adverse expert witness. ABA Formal Op. 92-367 offers some potential options to attorneys in this scenario, including obtaining separate counsel specifically for the cross-examination.

While the cross-examination of a current client is generally deemed an unwaivable conflict, there may be some limited instances where cross-examination may be permitted under RPC 1.7(b). ABA Opinion 92-367 notes, “[i]t should be emphasized that the degree of adverseness of interest involved ... will depend on the particular circumstances in which the question arises.” For instance, an adverse witness may only testify about a generally agreed-upon or uncontested fact, or to authenticate documents. In such a matter, where the attorney’s representation of the witness and the confidential information gained from the representation would not be relevant in cross-examination, the adversity is minimal. Lawyers may continue the representation in these instances upon obtaining informed consent confirmed in writing per RPC 1.7(b)(4). However, lawyers should analyze these situations extremely carefully to ensure that such dual representation does not give rise to conflicting duties.

Former client as witness

When a witness in a current proceeding is a former client, RPC 1.9(a) governs
whether or not you may cross-examine the witness. RPC 1.9(a) provides:

(a) A lawyer who has formerly represented a client in a matter shall not thereafter represent another person in the same or a substantially related matter in which that person’s interests are materially adverse to the interests of the former client unless each affected client gives informed consent, confirmed in writing.

The operation of RPC 1.9(a) requires a careful approach, even though the rule appears straightforward.

Our final scenario seeks to examine the complexities, including the scope of former-client conflict implications.

**Scenario 3**

You represented a former client in an instance of claimed embezzlement, which was resolved civilly with their employer at the time. Your current client is a dentist, who had a malpractice claim filed against him. Your former client is listed as a witness for the plaintiff, and is likely a key witness. Can you cross examine your former client?

It seems that there is not a conflict here under RPC 1.9(a), since you represented the witness on a matter completely unrelated to your current client. However, RPC 1.9(d) indicates that “substantially related” is much broader:

For purposes of this rule, matters are “substantially related” if (1) the lawyer’s representation of the current client will injure or damage the former client in connection with the same transaction or legal dispute in which the lawyer previously represented the former client; or (2) there is a substantial risk that confidential factual information as would normally have been obtained in the prior representation of the former client would materially advance the current client’s position in the subsequent matter.

Comment [3] of the ABA Model Rule 1.9 further elaborates on how matters may be “substantially related”:

For example, a lawyer who has represented a businessperson and learned extensive private financial information about that person may not then represent that person’s spouse in seeking a divorce. Similarly,
a lawyer who has previously represented a client in securing environmental permits to build a shopping center would be precluded from representing neighbors seeking to oppose rezoning of the property on the basis of environmental considerations.[7]

Matters may be considered substantially related even though they deal with completely different subjects or different laws. The substantial-relationship test is highly fact-specific, and will necessitate review by an attorney of the scope of the representation of their former client, and whether information or client confidences may be used by the lawyer against the former client.[7]

Oregon Formal Ethics Opinion 2005-110 presented a similar situation, where an attorney learned of a former client’s wrongdoings during representation, and then proceeded to represent a new client in a case where the former client acted as an expert witness. Similar to Formal Ethics Opinion 2005-110, your representation of the former client provided you with confidential information that can be used to impeach the witness during cross-examination. You have a continuing duty to the former client and cannot use the information gained during the representation of the former client to the disadvantage of the former client under RPC 1.9(c)(1). Of course, your duty to provide competent representation to your current client would require you to use this confidential information in the current proceeding.

In order to proceed with the representation of your dentist-current-client, you would need to obtain informed consent from both the current and former clients, confirmed in writing. Moreover, part of that consent would specifically require the witness to consent to using confidential information from your representation of that witness. You could also opt to obtain informed consent from both your current and former client, specifying that you know confidential information from your representation of the former client, and that you would not use that confidential information in your representation of your current client. Absent obtaining informed consent confirmed in writing, you would likely have to withdraw.[10]

Now, if your representation of the former client was not substantially related, you could likely cross-examine your former
client. For instance, in this current scenario, if you represented the witness in a simple real estate closing, there would potentially be no substantial relationship between the two matters. Oregon Formal Opinion No. 2005-11 notes that this determination is highly fact-specific, and courts in different jurisdictions have applied it inconsistently.

**Can I subpoena a current/former client that does not want to testify?**

While Oregon does not have authority on this point, most jurisdictions deem that subpoenaing a current client or a former client in a substantially related matter likely constitutes a conflict. California has approached a subpoena as creating an adverse action against the client, and therefore issuing a subpoena is per se a conflict. Cal. Formal Op. 2011-182. Other jurisdictions, such as New York and Washington, D.C. note that a conflict is likely to occur, but allows for a review of the factual circumstances. For instance, the New York City Bar, in Formal Opinion 2017-6, noted:

> [w]e can envision exceptional situations where subpoenaing a witness will not be directly adverse to the witness. For example, seeking discovery from a current client would not be directly adverse if that client willingly and voluntarily appears in the proceeding to give testimony that is helpful to the lawyer’s other client, particularly where the testimony is discrete and straightforward (e.g., the date when a particular event happened).

While there may be instances where issuing a subpoena does not create a conflict, such scenarios are rare. Further, the D.C. Bar also noted that subpoenaing a witness who prefers not to testify would likely create a conflict because of the “compulsion to testify.” D.C. Bar Ethics Op. 380 (2021).

**Conclusion**

Conflicts abound when a witness is a current client or former client. In such a situation, we should review the facts within each instance prior to the representation to see if proscribing actions, such as obtaining waivers or retaining separate counsel, may prevent withdrawal. We should also review to determine whether the best course of action for us and our client may be to decline to undertake a representation all together.
Ankur Doshi is general counsel for the Oregon State Bar. Reach him at adoshi@osbar.org.

ENDNOTES

1. See In re Knappenberger, 338 Or. 341 (2005). However, facts can occlude a clear determination on whether a client is truly adverse to another. For instance, in McCauley v. Family Dollar, Inc., 2010 U.S. Dist. LEXIS 116636 (W.D. Ky. 2010), a firm represented two sets of plaintiffs in a wage and hour misclassification action. The firm represented a set of hourly employees claiming that defendant failed to provide meal and break periods, and a set of salaried employees claiming to be classified improperly as salaried. The court, in disqualifying the firm, noted that the salaried managers, who directed day-to-day operations of the defendant's stores would have to testify on behalf of the defendant against the hourly employees, and be subject to cross-examination by the firm. Id. at *7-*8

2. The scenarios presented all rely on civil cases. Criminal matters present additional complexity with Sixth Amendment/right-to-effective counsel issues that are substantive law outside the scope of this article. Indeed, as the Supreme Court noted in Wheat v. United States, the analysis undertaken by a court in conflicts related to criminal matters contain additional facets not found in ethical conflict analysis, as courts rely on “the legitimate wish of district courts that their judgments remain intact on appeal.” 486 U.S. 153, 161 (1988). Gomez v. Parnell, 2015 U.S. Dist. LEXIS 193715 (E.D. Wa. 2015) at *34-*58, provides an in-depth discussion on the application of conflicts with a constitutional ineffective assistance of counsel claim within the 9th Circuit.


4. ABA Formal Op. 92-367 notes that whether the witness was an expert or lay witness did not matter.

5. The ABA Formal Op. also cites United States v. Jeffers, 520 F.2d 1256, 1264-66 (7th Cir. 1975), as providing potential mitigating options as well. See also Mun. Revenue Servs., Inc. v. Xspand, Inc., 537 F. Supp. 2d 740 (M.D. Pa. 2008) (implying that separate counsel may be brought in to conduct depositions where conflicts arise).


7. The Oregon Supreme Court further delineated conflicts between a former client and a current client into “matter-specific” and “information-specific” conflicts. In re Hostetter, 348 Or. 574, 592 (2010); In re Brandsness, 299 Or. 420 (1985). For a broader

8. Note that actual possession of client confidences is required for a conflict to arise under RPC 1.9.

9. Under RPC 1.9(c)(1), information that is generally known but adverse to a former client may be used against a former client without breaching one’s ethical duties. See Ore. Formal Op. 2005-110 at n. 2.

10. While rare, there are occasions where the witness client to be cross-examined may actually provide consent. See e.g., Montgomery v. Superior Court, 186 Cal. App. 4th 1051, 1052 (2010).

11. See also Active Network, Inc. v. Monster Worldwide, Inc., 2012 U.S. Dist. LEXIS 67969, *4-*7 (S.D. Cal. 2012) (the court in dicta noted that had defendant’s lawyer previously represented plaintiff, it would be proper to quash a subpoena issued by defendant).

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I never read my articles once they are published. I do peek inside the front cover of the Bulletin to ensure The Legal Writer is still appearing and to remind myself which article graces this month’s magazine. If it’s one of mine, I skip right over it, jump to “Among Ourselves” and then go back to read the features, articles, other columns and so on. I do this to protect my sanity, as reviewing a published article always brings on angst as I see little nits I forgot to pick.

I do, however, reflect on past articles. Sometimes, a reader’s message encourages this reflection, either by pointing out a nit that I overlooked or by raising a question about how to implement my advice. Sometimes I think of a new, better example. The following is a summary of recent reflections.

Not So Absolute

My recent article on absolute grammar rules hadn’t been published for more than 20 minutes when I received a one-sentence email from a loyal reader: “Which grammar rules are absolute can be hard to determine.” Yikes!

My article had instructed readers not to begin declarative sentences with the word which. My rule was based on the 99% of sentences — actually fragments presented as though they were sentences — that begin with which. The loyal reader, a good friend and fellow grammar curmudgeon, had instantly thought of a sentence in the 1%. Touché!

Later I heard from a reader about my absolute rule against ending a sentence with I. This reader asked about the following example: “No one understands the rule better than I.”

Again, the reader found a perfectly correct example to contradict my absolute rule. The sentence in question is correct because we have all agreed for decades to drop the final verb do. Because none of us would write me do at the end of the sentence, the I is correct, even without the following verb.

Note: I love these messages because they show that (1) someone reads my articles, (2) someone cares about grammar as much as I do, and (3) I still have a lot to learn.

They Are One

Some readers write to ask for clarification. After my article about the use of they as a singular pronoun, a reader wrote on behalf of her law firm to ask which verb goes with the singular they. Should we be writing, “They are an excellent writer” when they refers to one person?

At this point, no one knows, but I have suggested the plural verb will continue to sound correct to most careful writers and persnickety readers. I draw the parallel to you, which has been both singular and plural for centuries. We decipher from context if you is one person or more. We’re already doing the same with they:

You are an excellent writer.
They are an excellent writer.
You are excellent writers.
They are excellent writers.

Yes, there will be times when the context is not quite so clear. But just as we muddle through with you, we will find a way to muddle through with they.

Careful Extendification

An article on extendification was one of the most popular I’ve written in recent years. I created that word to explain the phenomenon of taking a perfectly fine short word and making it longer than it needs to be, with the result that it performs the same function and means the same thing as its short original. Since writing that article, I keep stumbling across examples. Here’s a recent favorite, stretching the noun care past its adjective careful to an extendified noun carefulness.

According to my favorite dictionary, care is a noun that means “serious attention or consideration applied to doing something correctly or to avoid damage or risk.” The adjective careful means “making sure of avoiding potential danger, mishap, or harm.” A synonym is cautious. The extendification occurs when a writer could use the noun care, but instead extends the adjective careful to create carefulness. Why? My favorite dictionary does list carefulness as a derivative of careful but gives it no individual entry. Maybe carefulness is like cautionness, which also gets just a passing reference as a derivative of caution.

I suspect that writers extendify words to show they are really, really serious and really, really smart. But, I submit that you aren’t going to impress a judge, supervisor or opponent by extending words unnecessarily.
Instead, use simple words and rely on strong legal analysis to show that you are serious and smart.

**Excessive Vocabulary**

Somewhat related to extendification, I came across a new word recently: *extradiegetic*. It appeared in an article about videos of a man who uses only primitive technology to make cool stuff, like a thatched workshop. In describing the video, the author wrote, “There was no extradiegetic sound.”

I’m quite certain I’d never seen *extradiegetic* before, so I was reminded of my sixth grade reading teacher, Mrs. Posey (yes, like the flower, and she signed her name with what would become known as an emoji). She said learning a new word was like meeting a new friend.

So, I happily went to my favorite dictionary to get to know this new friend. Sadly, however, *extradiegetic* was not there, and I started wondering if this was an imaginary new friend. I did not give up, but lopped off the prefix *extra*, and searched for *diegetic*. Strike two. I found that word only as a derivative of *diegesis*, which is the narrative or plot of a movie. Feeling like a real sleuth, I searched online for my new friend, *extradiegetic*. Several sites suggested it is a movie’s soundtrack. This made sense because the video of the man making stuff has no narrative or dialog. There’s no sound other than pounding rocks, buzzing mosquitoes and falling rain. “There was no extradiegetic sound.”

You might hope to impress or even intimidate your reader with this type of treasure hunt for new words, but I continue to suggest that lawyers tend to be busy and would prefer that you just say the video had no narrative or dialogue.

**Autoantonyms**

As I explained almost a decade ago, “autoantonyms” are words that mean opposite things. For example, *oversight* means both a failure to notice something and the act of overseeing something.

I continue to get questions about *biweekly*, *biennially* and *semiannually*. Only the first is an autoantonym. *Biweekly* means both every two weeks and twice per week. If your staff meetings are biweekly, you could meet twice per month (every two weeks) or eight times per month (twice per week — but you can’t really do that and be productive, right?) *Bimonthly* and *biyearly* are also autoantonyms. The best approach
is to avoid those words in legal writing and state the frequency specifically (e.g., twice per month or every two months).

The other two words that raise questions are not autoantonyms. A biennial event takes place every two years. It should not be confused with biannual (which I never see), which means twice per year. Semianual means twice per year, too. Thus, the solstice is both a biannual and a semianual occurrence.

Conclusion

If you have corrections or suggestions, feel free to send them to me at srowe@uoregon.edu. I don’t give personal grammar lessons, but you could spark an idea for a future column.

Suzanne E. Rowe is the James L. and Ilene R. Hershner Professor at the University of Oregon School of Law, where she teaches courses in legal writing, legal research and advocacy.

ENDNOTES

2. “Touché” is what fencers say when an opponent has scored a point. It translates from French as “touched,” meaning, “You got me!” My friend is not an opponent, but he definitely scored a point of grammar respect.
6. Kudos to my grammarian husband for pointing out this phenomenon and offering this most recent example.
The Return of the Summer Vacation

Flexibility Remains Central to Law Firms’ Time-Off Policies

— By Melody Finnemore —
Summer vacation — two words for which the meaning has changed (along with everything else) over the last two years.

But now, summer vacation seems to be returning. Legal professionals across Oregon are finally taking those international trips they have delayed, planning vacations to other parts of the United States or simply plotting a staycation. Regardless of the distance, most are just looking forward to the freedom to travel again.

Throughout the pandemic, law firms continued to encourage attorneys to take vacation time, as long as clients’ needs were met first and colleagues were available to provide backup during their absence. Still, COVID-19 has changed workplace norms across industries, and the legal field is no exception. Some Oregon law firms have put renewed emphasis on employee wellness and the importance of taking time off. Other have had to retool their vacation policies entirely.

Dustin Martinsen, a shareholder with Butler & Looney, says the Vale firm has a traditional vacation policy, though new employees are requesting an hourly wage. That’s caused the firm to adjust its vacation policy.

“Staff feel comfortable taking time off,” says Martinsen, “and it doesn’t have as big of an impact to their home financial bottom line because hourly employees can now earn paid vacation time.”

Yvana Mols, a shareholder at Hillsboro Law Group and chair of the Oregon New Lawyers Division, says her firm had no explicit time-off policy when she began working there four years ago.

It wasn’t tracked, and the eight attorneys would cover for each other as needed.

“It turned out that one attorney was taking more time than what seemed reasonable to cover for, so we started accrual,” she says.

Mols says the firm is fairly flexible about tracking vacation time, and allows employees to borrow from future accruals if someone has a need for additional time in a given month: “In general, everybody is reasonable about the time they need to take to meet their needs and we’ve accommodated that.”

At Troutman Pepper’s Portland office, attorneys don’t have a strict vacation policy. “Folks are encouraged to take time off from work as their needs and availability allow,” says Román Hernández, managing partner. “There’s no set number of days, but people are encouraged to take time off to recharge and return when possible.”

The Need for Flexibility

Two years of telecommuting has underscored the importance of unplugging from work, and firms are increasingly taking a case-by-case approach to time off.

According to Martinsen, Butler & Looney encourages its attorneys and staff to be aware of their stress levels.

“We’re pretty clear with them that, if you get to a point where you are feeling overwhelmed, come talk to us so we can get you out of the office for a couple of days,” he says. “I like to think we have fostered open communication within our firm, and I think that has helped.”
Lynch Murphy McLane in Bend also has increased its efforts to promote employee wellness and balance, which it has found easier thanks to technological adaptations during the pandemic that included equipping employees with laptops and storing its programs and applications in the cloud so people can access them remotely.

Kaci Price, office manager, says the firm saw little change in requests for vacation time during the pandemic, despite travel restrictions. “Mostly people would take time off to do stuff at home, go to the beach or visit family members in state,” she says, adding that those who did travel elsewhere quarantined afterward, and were already working at home.

Lori Murphy, managing partner at Lynch Murphy McLane, notes that the firm is clear about its expectations of staff members during their time off. “We discourage people from checking in. We want them to unplug and not be responsible for other staff members,” she says. “In fact, if they do send me an email I will say, ‘Please don’t check in and go back to your vacation.’”

At Hillsboro Law Group, a full-service law firm that includes a public-defense component, it’s sometimes challenging for attorneys — half of whom have school-aged children — to plan vacation time in advance. However, because of the firm’s size, there is greater flexibility for attorneys to manage their own schedules and block out times when they don’t need to be in court or require colleagues to cover for them, Mols says.

“Those cases (criminal defense and juvenile dependency) are pretty relentless, often requiring next-day or same-day hearings,” she says. “I think it’s easier to take time off with retained cases because you can plan with the courts versus having to be immediately responsive for indigent cases.”

**New Policies Reflect Changing Workplace Cultures**

When Lourdes Sánchez Marte opened her solo practice in Eugene more than 20 years ago, the importance of work-life balance wasn’t emphasized in the legal profession. It is a concept that she admits she still struggles to practice on a personal level.

Over the years, after hiring her son as an associate attorney and especially since the pandemic, recognizing the importance of mental health and work-life balance has become more of a priority, she says.

“Most of my employees are parents, and I’ve always told them if there is an event during work hours, like a school play or parent-teacher meeting, they can go,” Sánchez Marte says. “As long as the work is getting done, that’s fine with me.”

Lynch Murphy McLane, notes that the firm’s litigators seem to prefer working at home most of the time in two years, we were able to talk about how things are going in our lives and have that connection.”

Yvana Mols, a shareholder with Hillsboro Law Group and chair of the Oregon New Lawyers Division, says that technological adjustments made during the pandemic allowed for attorneys to continue working where they would like. Many have opted to work at home one day a week, if they don’t need to be in court and their schedule allows it.

At Lynch Murphy McLane in Bend, flexible work schedules were the norm before the pandemic and the shutdown only strengthened that. That flexibility allows staff members to pick up their children after school and take them to activities without pressure or stress from the office.

“The only thing we ask for is good communication so we can make sure there is staff available to file a case, greet a client or to answer phones,” says Lori Murphy, managing partner. She notes that the firm’s litigators seem to prefer working at home most days so they can do their writing and research without interruption.

Kaci Price, office manager for Lynch Murphy McLane, says the pandemic actually built more trust between the firm’s staff and management. “I feel like people are actually here more when they can be because we give them the option.”

— Melody Finnemore

**More Attorneys Returning to the Office**

When Lourdes Sánchez Marte asked the staff in her small Eugene practice if they wanted to continue working at home, the response was a unanimous, “No, thank you.”

“People like to come to the office, especially now,” she says. “I think they got sick of working at home.”

Troutman Pepper’s Portland office, which employs 10 people, is continuing its hybrid work policy and recently initiated a schedule in which all employees come into the office on the same day each week, says Román Hernández, managing partner.

“We had a great turnout. I would say 80 percent of the people came in,” he says of the first time they coordinated their hybrid schedules. “Since we’re so small, we want to provide that opportunity to collaborate and interact and be together on the same day.”

The firm catered lunch in the conference room to welcome employees back, and Hernández says it was especially rewarding to see people stopping to talk in the hallways again. “For the first time in two years, we were able to talk about how things are going in our lives and have that connection.”

Yvana Mols, a shareholder with Hillsboro Law Group and chair of the Oregon New Lawyers Division, says that technological adjustments made during the pandemic allowed for attorneys to continue working where they would like. Many have opted to work at home one day a week, if they don’t need to be in court and their schedule allows it.
Sánchez Marte also likes to give employees afternoons off when they have been working hard and the firm is celebrating a success. In addition, she gives employees two weeks of paid vacation and a week of paid sick leave. During the summers, she gives them Fridays off with pay so they can enjoy long weekends with their families.

Since the pandemic, staff have also been given the option of working remotely. However, most still prefer to come to the office regularly. “I think we’re all feeling the need to stay connected by being physically present,” Sánchez Marte says.

Tabitha Brincat, a partner at Brincat & New in Portland, first opened a solo practice in 2016 and was determined to implement a different vacation policy than she had experienced with previous employers. “I’ve worked for places in the past where the employees were kind of pitted against each other and it was first come, first served for time off,” she says. “I didn’t want to create that kind of competition and culture.”

Brincat closes her office the weeks of Fourth of July, Thanksgiving and Christmas with the weekends before and after providing a block of at least nine days off for employees. All employees also have a week of sick leave, and full-time salaried employees have another week of paid vacation to be used at any time. All sick and vacation time accrues in full automatically at the beginning of each year.

“In family law, it’s really important to have some sort of true disconnection from the office because it can be a very stressful area of law,” she says. “Especially if employees have something going on in their personal lives, we try to be as flexible as possible.”

Brincat says her office assigns at least two attorneys and a paralegal to each case so everyone has backup during their time off. Brincat & New sends out notices at the beginning of each year to its clients and opposing counsels outlining the dates the office is closed. While her employees voted overwhelmingly to return to the office in January 2021, they appreciate the flexibility to work at home some days and some have established hybrid schedules that allow them more time with their families.

### Summer Vacation Plans Up in the Air

While pandemic travel restrictions have eased, rising gas prices and other uncertainties may be impacting people’s travel plans this summer. Troutman Pepper’s Hernández says he was surprised to see that, by late March, few requests for vacation time had been made, even by staff with children.

Murphy says her Bend practice has added staff and, as the office manager, Price is watching to see if adjustments need to be made to its vacation policy as more people begin requesting time off.

“As an office manager the last thing I want to do is say, ‘No, you can’t take vacation time,’ because that’s just not right,” Price says. “But we also need to do what’s best for the firm, so we’ll probably need to visit that if it becomes an issue.”
Martinsen says some of his colleagues at the Vale law firm have planned trips to other countries this summer, while others prefer long weekends at the coast or camping: “I think everybody will still go on vacation, but I think this year they will stay close to home because of the gas prices or they may do one big vacation instead of several smaller ones.”

But even for Oregon lawyers who are reforming their offices’ vacation policies, scheduling time off is not without its difficulties. With his own vacation plans still in the works, Martinsen says he generally takes a couple of days off at a time.

“It’s a matter of when I see an opening in my workload I go,” he says. “My children probably wish I would take more scheduled vacations, but I guess it’s not in me to take off when the work gets rolling.”

Martinsen recalls his family’s “staycation” trip to Boise during the pandemic lockdown: “My kids said it was one of the most fun vacations they’ve ever had because we didn’t have much travel time.”

Though she gives her employees Friday and other afternoons off from her Eugene practice, Sánchez Marte is not quite as generous with herself when it comes taking time off.

“I’m kind of old school where work-life balance wasn’t even a thing,” she says, adding she and her son are the only two attorneys in the office. “It never fails that as soon as I’m gone something will necessitate my attention right away.”

Mols, who has two children, is looking forward to an extended family trip and is confident in her support from Hillsboro Law Group.

“I feel like I’d be able to work with my colleagues if I needed more time off,” she says. ■

Melody Finnemore is a Portland-area freelance writer. Reach her at precisionpdx@comcast.net

ENDNOTES

1. According to the Bureau of Labor Statistics, depending on service time in a workplace, American workers typically are earning two weeks of vacation per year. https://www.bls.gov/ncs/ebs/factsheet/paid-vacations.htm

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When attorney Victor Reuther attended Liani Reeves’ talk during the inaugural Oregon State Bar Leadership Institute, he was expecting to gain plenty of wisdom from one of the state’s legal leaders.

He wasn’t expecting, however, for the Bullard Law partner and 2020 OSB president to open up about the emotional difficulties she faced as a Korean orphan raised in small-town, predominantly white culture.

For Reuther, it was a moment that demonstrated what the institute’s inaugural cohort was to learn about the significant role of vulnerability in leadership.

“She’s an incredible leader in Oregon’s legal community,” says Reuther, who is a staff attorney at the Oregon Office of Legislative Counsel in Portland. “Yet she was sharing with strangers the insecurities she had, the self-doubts and the struggles, and she was just open about it. That kind of almost radical honesty makes you gravitate toward that person.”

The OSB Leadership Institute launched last September after a year-long delay due to COVID-19. The nine-month course was founded to provide newer attorneys of varied backgrounds the skills to be leaders in their professional and volunteer lives, and thereby better serve Oregon’s increasingly diverse population. Each themed session was led by experienced attorneys, judges and community leaders who shared their knowledge about leadership, resiliency and the drive to overcome barriers in their own careers.

According to Reuther and the 10 other members of the institute’s first cohort, the course was marked by disarmingly candid moments, such as the personal stories Reeves shared during her session.

But for all its successes, the program certainly had not gone as planned.
With regret, the 14-person OSB Leadership Institute Advisory Committee (12 attorney and two public members) announced in September 2020 a year’s delay in the program ... then got back to work fine-tuning their already thorough preparations. Thanks to the pandemic, what had been envisioned as in-person sessions were for

the most part conducted via Zoom. Just three of the eight sessions were face-to-face meetings, and each required strict COVID protocols. Plans for large firms to sponsor and host sessions, once viewed as a valuable component of the institute, were axed simply because the firms were virtually empty — everyone was working remotely.

In total, it took more than three years for the program to come to fruition, from the inception, to the COVID delay and the retooling necessitated by the pandemic. But for both the participants and the organizers, the goals of the program remained consistent.

“I had been interested in promoting diversity in both the bar and the bench for many years,” says now-retired Oregon Supreme Court Justice Lynn Nakamoto, who serves as the Leadership Institute Advisory Committee chair. “And I saw this program as a way to promote underrepresented lawyers in the bar. So I felt very strongly about supporting the program and donating time to that effort.”

Finally the First Cohort Meets

It was finally happening.

On a balmy late September weekend in 2021, presenters and participants checked into a sprawling Hood River hotel sitting along the shore of the Columbia River. A meeting room was set up for the weekend retreat and an alfresco welcome dinner was soon to be served under sunny skies on the riverside deck. That weekend, during a lull between COVID’s delta and omicron variants, the members of the inaugural cohort of the OSB Leadership Institute met for the first time — fully masked, but in the flesh.

There were just 11 members, down from the anticipated 20. The pandemic had touched everything, including people’s willingness to make a nine-month commitment in uncertain times.

Nonetheless, Mark Kimbrell, a deputy public defender with the Office of Public Defense Services in Salem, describes the cohort as “an incredibly diverse, intelligent group of people from around the state.”

Kimbrell, who identifies as Latino continues, “They have taught me a lot about different areas of practice and as someone who comes from a diverse background, about navigating being a lawyer in these times.”

In accordance with the program’s admittance criteria, each participant had been a practicing attorney for no less than three years and no more than nine years, and evinced an interest in serving Oregon’s growing diverse population. All could be described as coming from diverse backgrounds themselves, though not necessarily from a racial or ethnic standpoint.

Mark Kimbrell, a deputy public defender with the Office of Public Defense Services in Salem, appreciates the diversity of the first cohort’s backgrounds and practice areas.

Victor Reuther, a staff attorney at Oregon Office of the Legislative Counsel in Portland, is one of the members of the inaugural Oregon Leadership Institute. The mentoring component of the program is of particular interest to him as he shares a love of guitar playing with his mentor, former Oregon Supreme Court Justice Jack Landau.

Victor Reuther

Sujata Patel, an attorney and commercial real estate broker with APEX Real Estate Partners, says the program’s impressive speakers discussed practical advice for representing all Oregonians.

“I’m first generation Indian American, but I just don’t think about ethnic minorities,” says cohort member Sujata Patel, an attorney and commercial real estate broker with APEX Real Estate Partners in Portland. “As lawyers, we interact with and represent people with widely varying backgrounds: geographic, social, economic and cultural.”

The first session of the OSB Leadership Institute was not only an opportunity for the cohort members to meet, but also to learn each
other’s working styles through a DISC report, a type of personality and behavioral assessment. It was an important first step in the group’s cooperative work on a community service project. In line with the bar’s mission to facilitate access to justice for all, the cohort worked in concert to update a website put together by the Oregon State Bar, the Oregon Judiciary and Legal Aid Services of Oregon, which offers online assistance for those who choose to represent themselves.

According to participant Yvana Mols, an estate planning and probate attorney with Hillsboro Law Group, that first weekend was the beginning of what was to become a close circle of 10 new and valued friends.

Yvana Mols, an estate planning and probate attorney with Hillsboro Law Group, values her new friendships with the cohort members, as well as the presentation ideas she put to immediate use in her practice.

“Being able to get together in Hood River was a really great start to the institute,” says Mols. “I think it was the wisdom of the committee that we needed to be in person for that bonding time. Even with masks on the whole time, I think it was just really good for us to be together.”

The Beginnings

The OSB Leadership Institute was set in motion in April 2019 when Jonathan Puente, the then-OSB director of diversity and inclusion, brought together a steering committee to help flesh out his vision for a leadership program that aligned with the bar’s mission. On that early committee was Justice Nakamoto, University of Oregon Assistant Dean Rebecca Ivanoff and Black Helterline attorney Colin George Andries, all of whom continued to serve on what in November 2019 became the 14-member Leadership Institute Advisory Committee.

Previously, there had been an OSB Leadership College, introduced in 2005 by that year’s OSB president Nena Cook, which operated for about five years. Although Cook intended her program to make more leadership opportunities available to women and attorneys of color, Puente envisioned the OSB Leadership Institute not only as a leadership course, but also as a means to train diverse lawyers to assist Oregonians who were historically underserved by the justice system. Additionally, his hope was that the course would inspire graduates to find new passion for their work in service to the bar and to communities in Oregon.
“This program comes out of the diversity and inclusion department because it is a retention program,” explains JB Kim, who succeeded Puente as director in October 2020. “The purpose is to try to keep attorneys from diverse backgrounds in the practice. The belief is that through the three- to nine-year period of practice, we have attorneys leaving the profession or attorneys leaving the state.”

Part of the early work of the committee was to study the approaches of various other law leadership programs around the country, including the Washington Leadership Institute, operating since 2004, now through the University of Washington School of Law. “They have a strong focus on developing leaders in the bar who are lawyers of color,” notes Nakamoto. “This OSB program does not focus solely on lawyers of color; we’re talking about diverse, under-represented folks of various stripes.”

Rolodex of Resources

Once the basic structure of the OSB Leadership Institute was established — along with its mission, vision and curriculum topics — the committee’s next task was to identify the best candidates for speakers to address those topics. So, according to Kim, the committee members, all top-drawer lawyers and jurists in their own right, “went to their Rolodexes,” sorting through their impressive professional contacts to determine the best people to deliver the course content.

“The connections these people have is pretty incredible,” says Ivanoff. “As is their willingness to go to their personal connections to get folks excited about the mission and vision for the institute and to invite them to be a part of it.”
Ivanoff adds that potential presenters were selected through “a diversity-equity-inclusion lens,” to identify speakers from diverse fields and backgrounds whose personal stories of overcoming roadblocks and challenges would be inspirational to the cohort.

Over the months, the cohort heard from, among others, a panel of diverse judges describing their roads to the bench; top attorneys telling how they achieved success in spite of cultural and other obstacles; sessions on career planning and practical leadership skills; and a discussion of emotional intelligence and different approaches to leadership based on one’s background and identity.

A distinct highlight was the March 2022 session in which Oregon Supreme Court Chief Justice Martha Walters shared with the cohort her decision-making process while leading Oregon’s courts through the COVID crisis. The day prior to the chief justice’s Zoom discussion, the group had already been treated to presentations that they had found open and honest. But Chief Justice Walters stood out for taking the 11 cohort members fully into her confidence, vulnerably sharing the struggles she faced and then opening up her decision-making process for their examination in a collegial discussion.

“Our chief justice really approached our cohort members as colleagues working on this big topic of leadership in earnest,” says Ivanoff. “Everybody was learning from each other. I just felt it was a beautiful example of what we hoped this initiative would create.”

For Patel, a major highlight was when attorney and counselor Karen Neri, previously with the Oregon Attorney Assistance Program and now in a private counseling practice, spoke to the group on emotional intelligence skills. “Leadership is dynamic and contingent upon the interaction between context, self and others,” Neri told the cohort. To Patel, the statement served as a reminder to always tune into the situation and responses from others, as well as her own emotions.

Mols’ favorite session was a talk by Lane Powell attorney Priya Vivan on elevator speeches, that is, quick but pithy self-introductions. “This was something that was really helpful for me in crystalizing what’s important to me about my job and marketing myself to others,” she says. “It was a really memorable and immediately practicable session.”

For Kimbrell, it was Chief Justice Walter’s story of leading the courts through the COVID crisis that most resonated with him. “I think what it displayed was the things that we can take out of the program will not only serve us, but our colleagues and everyday Oregonians in important ways,” Kimbrell says. “And for many of us, I think that’s why we enrolled in the program.”

Mentors and Mentees

As advisory committee members were evaluating potential components of the institute, they observed that some of the other leadership programs they explored included mentors for their participants. According to Ivanoff, mentorship quickly rose to the top of the list for the Oregon program.

“We saw mentorship as such a critical component of the cohort’s professional development that we really wanted to prioritize it,” she says. “We felt that it would enrich the cohort members’ experience to have this built-in, one-on-one relationship, to receive support and guidance and have a space in which they could bounce ideas off of a safe individual who’s kind of been in the trenches.”

Advisory committee member Judge Mustafa Kasubhai and his team turned to their Rolodexes to find mentors for members of the cohort, who had filled out a wish list of what attributes and interests they hoped to share with their mentors. Reuther, who plays guitar in a bluegrass cover band, hit the jackpot with his mentor, former Oregon Supreme Court Justice Jack Landau.

“It’s just been wonderful and a real honor because mere lawyers like me don’t get many opportunities to get to know a judge on such a personal level,” says Reuther. “And one thing that’s kind of fun, and I think it was in part why we were put together, we’re both super passionate guitar players. He’s an incredible finger-style guitar player.”

Mentor Kathleen Rastetter, senior county counsel for Clackamas County, found that she and her mentee, Mols, had a lot in common. “I thought it really was a good match, like someone really put some thought into this,” Rastetter says.

Although both she and Mols are basically shy and introverted, Rastetter says she has assured Mols that leadership comes in different packages.

“She has had the perception that maybe she doesn’t have the personality of a leader,” says Rastetter. “That’s where I try to help her understand that there are different kinds of leaders. We think of leaders as these extroverts that take charge and talk all the time. There are plenty of leaders who are not like that.”

A bonus for Rastetter was that she completed the OSB Leadership College in 2006. “Obviously this is a new and different program,” she says. “But having that perspective was useful because I could see what they were trying to accomplish. The emphasis on diversity and equity issues is much greater now and therefore our definition of what a leader is or can be has changed, and that’s a good thing.”

Anastasia Meisner, an attorney with Samuels Yoelin Kantor, was asked to be a mentor by Justice Nakamoto. “When a judge asks you to do something, you do it,” she says with a laugh.

Meisner believes she was paired with Jacek Berka because she lived for a while in Lakeview, not far from Klamath Falls, Berka’s home. Also, she is Korean American while Berka is Polish American.

Whatever the reason, she says she’s just glad she met him. “I would never have met someone like him,” she adds. “It’s been a positive for me to meet someone who’s done such a variety of different things. It’s a good give and take. I learn a lot all the time.”

In fact, she says, she decided that she doesn’t really like the terms mentor and mentee. “We’re just professionals, networking.”
Celebrating the First, Seeking the Next

On Friday, May 13, 2022, at Portland’s EcoTrust Building, the advisory committee’s tireless efforts were crowned with a celebratory event marking the finale of the course. The 11 members of the inaugural cohort — now new leaders in Oregon’s legal community — were introduced to an applauding crowd.

Currently, the OSB Leadership Institute is gearing up for its second year. Applications to attend the 2022-23 program will be accepted through mid-June, says Karen Lee, OSB chief equity and professional development officer. “We are hopeful that circumstances allow us to hold next year’s institute in person,” says Lee, “but we’re also aware that we may need to revert to a virtual format.

“We’re going to make every effort to meet in person.”

As for the curriculum of the next session, which will begin in September, it is likely to remain close to the inaugural effort, says Nakomoto. “We’re going to take comments from members of this first cohort and readjust,” she says. “It’s possible that the curriculum will change somewhat but I think in many ways it will stay the same.

“I think it’s got some good bones.”

Susan Hauser, a native Oregonian, recently relocated to Indiana to be close to kids and grandkids.

Photo credit to Jonathan House for the portrait photos of Victor Reuther, Mark Kimbrell, Sujata Patel and Yvana Mols.

Have an Item for the Bulletin?

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The Bar is Working to Better Serve you

Critical Communication

By Kamron Graham

The practice of law is rooted in communication — from writing a brief to addressing a jury to advising a client. Serving on the OSB Board of Governors, and this year as president, has shown me just how much of what the bar does depends on the effective flow of information. This includes hearing from OSB members and the public, just as much as sharing outgoing information.

The OSB has always sought to keep members and the public informed of potential initiatives. Over the past few years, it has put a great deal more effort into inviting input earlier and more often when major policy matters are under consideration. This is healthy, particularly given the weight of proposals.

Currently the OSB, together with the Oregon Supreme Court, is looking at possible mechanisms — in addition to the bar exam — to examine OSB applicants for minimum competency. We also are working toward a possible program to license paralegals to provide limited legal assistance in some family law and landlord/tenant matters. Additionally, we recently received funding from the Oregon Legislature to create an exciting new tool — using all of the riches of modern technology — to help Oregonians find legal help or information in the most efficient way possible.

In the first two categories, input from the public and from bar membership has been essential to informing and improving the depth of discussions thus far. I am personally thankful to the hundreds of lawyers and members of the public who have shared their thoughts. I hope this level of engagement will continue.

So how and where do we invite input? For public input, we work with journalists around the state to inform Oregonians of initiatives with public impact. We initiate conversations with leadership in the executive and legislative branches of government, in addition to the judicial branch. We occasionally engage consultants to conduct surveys, focus groups or other tools to be sure we hear from public stakeholders.

For membership, we bring matters to our sections, committees and partners in the legal profession, when their expertise could help inform any policy discussion. We post matters that are up for public comment prominently on our website under “News and Events,” with links to deeper background and the mechanism for input. And a primary tool is to invite input via email to OSB members. This gets complicated.

Here is why: The bar sends too many emails. You know it. I know it. The staff knows it. We are working on addressing the volume issue this year.

We have recently transitioned to a new email platform, which will give us much greater ability to curate content to just the material you tell us you want. The only emails you cannot opt out of are those related to regulatory compliance, or content otherwise required by rule or statute.

Outside of those restraints, we expect this new system to go far toward meeting a demand we have long heard from members (stop with all the emails!), while still giving us the ability to share critical news, and to invite your input and expertise.

To ensure your ability to learn of new initiatives and be heard, you should choose to receive leadership messages in the “Tailor Your Preferences” link in your member dashboard. This will allow you to accept messages from the chief justice of the Oregon Supreme Court or Oregon Judicial Department, the OSB president, or a Bar News category. These typically amount to one or two emails per month. They are limited to information deemed important to a broad segment of membership or that specifically invites input on major policy proposals.

We are fortunate to have a board of governors and a supreme court that are deeply committed to the mission to serve justice and the public interest by promoting respect for the rule of law, improving...
the quality of legal services and increasing access to justice.

As powerful as that brain trust may be, when big and bold policy changes are under consideration, we all benefit from the thoughtful input of Oregon's lawyers and of the public we serve. Thank for your continued engagement with the bar and the court. It is vital to our leadership.

Kamron Graham is the 2022 Oregon State Bar president.

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All articles published in the Bulletin must be germane to the law, lawyers, the practice of law, the courts and judicial system, legal education or the Oregon State Bar. All opinions, statements and conclusions expressed in submitted articles appearing in the Bulletin are those of the author(s) and not of the editor, other editorial staff, employees of the Oregon State Bar, or members of the Board of Governors.

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Letters must be original and addressed to the Bulletin editor. Unsigned or anonymous letters will not be published. (There are exceptions. Inquire with the editor.) Letters may not promote individual products, services or political candidates.

Letters may be edited for grammatical errors, style or length, or in cases where language or information is deemed unsuitable or inappropriate for publication. Profane or obscene language is not accepted.

Send letters to: Editor, OSB Bulletin, P.O. Box 231935, Tigard, OR 97281. Or you may email them to editor@osbar.org.
Stephanie Palmblad Excels as a Lawyer, Volunteer, Mother ... and Roller Derby Blocker

Teachable Moments

By Jillian Daley

Stephanie Palmblad has dedicated many outside hours to improving the Salem legal community, especially for younger attorneys. Photo courtesy of Stephanie Palmblad.

If Stephanie Palmblad weren’t a lawyer, she’d be a teacher. But to her, those two career paths aren’t all that different.

Palmblad, who works as an estate planning and probate attorney for Salem-based firm Collier Law, says her mom, a retired educator, cared deeply about her students and her community. She emulates that devotion to others every day in her work as an attorney.

“I love helping people understand what’s happening, why it’s happening and what resources they have to do something better and be better,” she says.

Palmblad joined Collier Law as a law clerk in 2011 and became partner in 2018. She has built a successful career balancing the demands of a legal practice with outside efforts to improve the legal community in Salem. Since graduating from Willamette University College of Law 10 years ago, Palmblad has earned stacks of accolades for her outstanding professional work. She’s received six major honors in the past six years alone, earning her respect along the way.

Connecting New Lawyers

Palmblad focuses on connecting people with the tools they need to become better attorneys. For new lawyers, sometimes the best resource is another person. Palmblad believes in making people stronger by uniting them into groups, such as the Marion County Bar Association (MCBA) New Lawyers Division (NLD).

Palmblad “started or ‘resurrected’” the MCBA NLD “after recognizing a need in the community,” Karen E. Clevering, senior assistant attorney general at the Oregon Department of Justice, wrote in her nomination form for the MCBA Carson Award for Service in 2017.

“In Marion County, new lawyers, younger lawyers, we were just very disconnected,” Palmblad recalls. “We were not coming out to membership events.”

Palmblad says most networking and membership events tend to target the mainstream, but new lawyers need a little more support as they enter the field.

“It’s really isolating,” she says. “You’re suddenly expected to know things and are afraid to ask.”

To bring new attorneys together in a way that genuinely assisted them, Clevering notes in her nomination that Palmblad launched MCBA NLD with small group meetings, gathering feedback on activities the group wanted and needed. The group then held panels on work-life balance and how to make partner.

“This was a very helpful event for new lawyers to understand what partnership means to different firms of different sizes,” wrote Clevering.

Palmblad says that the group was particularly successful because it can be intimidating to ask older lawyers questions and to figure out how to grow in your field.

“We needed more support from peers,” she says. “It was nice to have a structure to bring everyone together in an intentional way.”

Supporting First Responders

Palmblad’s tendency to go above and beyond what’s required of her has been clear to Clevering since the two met in 2014. At the time, Clevering was chair-elect of the Oregon New Lawyers Division. She was looking for attorneys who were experts in the field of trust and estates to help lead the Salem branch of the Wills for Heroes
Foundation, a national nonprofit organization that provides essential legal documents to first responders at no cost.

Clevering says Palmblad immediately volunteered, adding that Palmblad’s compassion and integrity set her apart.

“The day of the clinic, Stephanie did more than just provide the basic will service,” Clevering recalls. “There were many instances in which she offered to continue the pro bono services at her office when the needs of the client were more complex. This showed her commitment to pro bono work and to the community.”

To Palmblad, it seemed like the obvious choice.

“They have a higher-than-average risk in their job, so having that basic plan in place is an important tool,” Palmblad says of supporting first responders. “We started that project in our community, and it grew from there.”

The Wills for Heroes and MCBA NLD work led to Palmblad winning the OSB NLD Member Services Award 2016 and OSB NLD Project of the Year Award as a co-recipient in 2016. Those two projects also contributed to her winning the OSB President’s Special Award of Appreciation 2018 from then-OSB President Vanessa Nordyke. Palmblad received the honor along with her business partner, Ryan W. Collier.

“Stephanie and I are not only partners in law, we are partners in philanthropy and giving back,” Collier says. “Stephanie inspires all of us to be better. Her work ethic and commitment to improving the lives of others makes her an extraordinary example for all legal professionals to emulate.”

Jacob Sinclair also is an estate planning and probate attorney at Collier Law. He knows he’s at the right firm because of the people.

“I’ve learned so much from Ryan and Stephanie since joining the firm in 2020,” Sinclair says. “They’re both a credit to the legal field and the community. As a newer attorney, it has been a privilege for me to learn from someone like Stephanie who is always working toward excellence in serving clients and the community through her work and her efforts to give back.”

Outside Volunteering

Palmblad is active in many other areas of the legal community as well. She serves as a member of the Mary Leonard Chapter of Oregon Women Lawyers and the Willamette Valley American Inn of Court. She previously sat on the Attorney Support Panel on the Moot Court Board, where she also provided moot court coaching.

She’s also a community leader. Palmblad currently is a member of the Salem Area Chamber of Commerce’s Chamber Business Women program, Gilbert House Children’s Museum Board of Directors, Gilbert House Board and previously served as a member of the Family Building Blocks Young Leaders Council.
Although she’s an active and accomplished legal leader now, Palmblad wasn’t on a law path until an undergrad professor at Willamette suggested it.

“My professor said, ‘This is such a great defense of this character. Did you ever think of going to law school?’” Palmblad remembers. “I was already admitted to the School of Education, so I thought, ‘Maybe I’ll explore this and see what it’s like.’ I just loved it.”

She went on to earn her Bachelor of Arts in English with a minor in German (in which she’s still conversational while she’s now learning Spanish). Palmblad remained with Willamette through law school, landing the role of executive editor of the Willamette Law Review, while also earning a place in the Order of the Barristers for excellence and high honor in courtroom advocacy.

Racing Around the Rink

Palmblad radiates success as an award-winning, caring lawyer — and she’s a firecracker on roller skates. Palmblad rushes around a rink as Elle Legal Motion of the Cherry City Roller Derby. Roller derby involves two teams gliding in a circle, racing and hitting one another using their hips and shoulders. It is most definitely a full-contact sport, and Palmblad is a blocker.

She has stepped away from competing the last few years as she says she can’t take the chance of sustaining a concussion or breaking a leg now that she’s the mother to two young children.

“If a 200-pound woman slams into you on roller skates, there is a risk of injury,” she jokes.

Palmblad got involved in roller derby in 2012 when she was in law school working with the attorney for the roller derby team. Now, she’s the Cherry City Roller Derby general counsel.

As a team member, she was sometimes the jammer (who scores points and is a bit like the quarterback), but generally blocked. She says the sport doesn’t have as many injuries as you’d think, but when they happen, they can be intense.

“I will never forget the sound a girl’s collarbone made when I hit her — I heard her collarbone break,” says Palmblad, who adds that, while she’d blocked effectively, she felt guilty about causing someone so much pain.

Another time, she was playing in a coed game as the jammer, and a man twice
her size drove his shoulder right next to her spine.

“I was done for the night, and I couldn’t pick up my baby for two months after that,” she says while noting that was her last co-ed game.

**Salem Forever**

Palmblad still practices her skating on the track, and hopes to one day get back into competing with her team. After all, Cherry City Roller Derby is an integral part of the city that has captured her heart. While she wasn’t born and raised in Salem, it has become her beloved hometown.

Palmblad spent her formative years in rural Colton, attending middle and high school there. Her mom taught in Woodburn and her dad was a computer engineer. The excitement of a “large” city called to Palmblad, and relocating to Salem changed her life, personally and professionally.

The catalyst for the move had to do with her husband. She met him on a soccer field at age 10 in Colton. Eventually, they performed together in *Annie* in Molalla Community Theater. As they grew older, he would perform in shows at Pentacle Theatre in Salem, and she would come to support him. It was then that she fell in love with Salem.

At the time, he was at Western University in Monmouth and she was attending the University of Puget Sound in Tacoma, Wash. She put in a transfer application to Willamette and they gave her a generous scholarship package. She frequently visited him, driving from her school in Salem to his in Monmouth. Her love of Salem continued building over time, especially on those drives as she glimpsed Minto-Brown Island Park on her way to see her future husband.

“The bridge over into West Salem, when the sun is going down, it lights up Minto-Brown,” Palmblad says. “It is such an incredibly beautiful place. The cherry blossoms in the spring and the daffodils. All of that comes with allergies now, but I love the feeling of Salem, like a small town. I run into people I know more and more frequently. It’s homey, and I like the people.”

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**Jillian Daley is a communications professional and freelance writer who lives in the Portland area. Contact her at jillianbdaley@gmail.com.**
Many law school graduates going into patent law find themselves in a practice environment that focuses exclusively on patent or intellectual property law. There aren’t a lot of opportunities for exposure to other areas of law. Even within patent law, I’ve found those attorneys have limited interactions outside of written correspondence with clients or the United States Patent & Trademark Office (USPTO).

My experience has been different. As an associate intellectual property/patent attorney in a mixed-practice setting, I have worked on preparing and prosecuting patent and trademark applications, but also have gained exposure to other practice areas. Combining the work of an intellectual property attorney with very different projects, such as drafting corporate documents or representing clients in personal injury and employment litigation, has been a great experience that challenges the technical mind to step outside its comfort zone.

Many of the areas of law focus on protecting and assigning rights to assets that most people are familiar with such as money, personal property, real property, etc. The idea of regulating and protecting intellectual property, inventions and concepts arising out of imagination and the mind, may be less tangible, but intellectual property forms an important part of the fabric of modern society. Trademarks, artistic works and inventions in the fields of medicine, engineering and computer science are very much recognizable as part of modern life and popular culture. I find that intellectual property gives meaning to and improves society, whether by entertaining the masses, creating recognizable and useful consumer products or providing solutions in the form of medical therapies and mechanical devices.

Coming from a medical background and having an interest in the arts and brand products, intellectual property has been a natural fit for me. Some of my most enjoyable legal work has included counseling on copyright infringement scenarios to small online merchants, searching trademarks and filing trademark applications, and responding to trademark applications with creative arguments using examples and language from the Trademark Manual of Examining Procedure (TMEP). Trademarks and copyrights span a wide variety of industries and product lines and embody one of the greatest forms of human expression and creativity. In contrast to patents, trademarks and copyrights are concepts that are generally more easily understood and straightforward to both the public and in legal practice.

Patents, on the other hand, allow the technical-minded attorney to get into the nuts and bolts of an invention, describe how it works or could work, and what makes it distinct from what is already out there. Some practitioners may focus on the freedom to operate, and analyze the landscape for a proposed patent invention. Others prefer to stick to preparing and prosecuting patents without attempting to conduct massive searches of patents and literature already publicly available. I have enjoyed drafting and prosecuting patents across various technology levels. The most memorable for me have been relatively simple patents that have great creativity behind them and a potential for doing good, such as a tactile swimming watch for the visually impaired, or therapies that use gene-editing machinery packaged into cells to target and modify genes for diseases without effective therapies.

Below are some thoughts from my experiences during my first year as an associate, many of which apply not only to patent law but to any area of law.

Finding the Hook

The strength of a patent application relies on having a solid idea. This often comes down to what makes an invention stand out, or what some call “the hook.” An attorney’s ability to elicit, articulate and distinguish the unique features of a client’s idea from previous inventions can make for successful patent lawyering. This means understanding what is special about the features or process involved in an invention and communicating that to your audience, which may be the client who needs some help identifying the hook, or the examiner who reviews the patent application after it is filed.

Finding more than one hook can make the client’s patent application even more powerful. This metaphor became reality when I worked on an invention involving several types of mechanical fishing hooks!

Curb Their Enthusiasm?

A lot of inventors believe they have come up with the greatest thing since sliced bread. They are convinced their idea is
destined for guaranteed success. But as comedian Kumail Nanjiani reminds us, sliced bread was invented in 1928, almost a century ago. Since then, many greater ideas have emerged.

Of course clients are passionate about their cause and work, and so they seek support from their attorney to make their idea and business venture successful. Thus, the patent attorney is often faced with the delicate task of making clients feel supported while explaining the often long, costly and challenging processes for obtaining a patent. It’s important to ascertain client expectations and bring them in line with typical outcomes. Educating clients at the risk of dampening their hopes in the short term may turn out to be the most beneficial thing for them in the long term.

It should also be noted that many forms of intellectual property are, for good or bad, tied to an administrative web of fees, forms, declarations and deadlines. These requirements may have some benefits regarding term of protection and documenting discovery and ownership, but I’m sure that many IP practitioners would agree that it creates additional burdens for them that can detract from the substantive work that is at the heart of intellectual property law.

Get Creative

Being artistically inclined, I welcome the opportunity to sketch, draw or create visual presentations. As patent applications involve figures (often drawings) to illustrate the invention, there is always the opportunity to exercise artistic skills, especially in a provisional or informal patent application that does not require professional renderings.

Making quick hand-drawn sketches, handwriting notes over cut-and-pasted images or even outsourcing the work to a professional draftsperson are additions that enhance a patent application. I have found Microsoft Visio to be a great tool for arranging pictures, labels, shapes and connectors (such as arrows and brackets) to create visually pleasing drawings.

If art is not for you, you can still find ways to embrace creative opportunities in legal work using skills in your own toolbox. I particularly enjoy using my foreign language skills to translate materials from other languages to English for patent applications. I also went to medical school, so I’ve used that knowledge to describe and bolster patent applications for medical technologies.

Human Contact

COVID-19 restrictions moved our professional lives online, but it feels great now to reestablish human contact in our work worlds. These in-person connections are better for us, as well as our clients. Like going to the doctor, visiting a law firm might be a daunting or anxiety-inducing experience for those seeking help. Seeing clients in-person puts them at ease and leads to more natural conversations.

Not long ago, I met with a client’s doctor at his clinic. I was there to make a case for requesting a medical concurrence letter to support the client’s car accident injury claims. This was a synergistic experience, as my role as an advocate for the client was aligned with the doctor’s interest to advocate for his patient. Spending in-person time with the client also gave me a greater understanding of his experience, much more so than via a phone call or Zoom.

Of course, don’t discount phone calls (vs. communicating in writing) when wanting to get real answers from people who are not your clients. For example, responding to the USPTO through written correspondence can be a lengthy and costly process. A short phone call with an examiner, on the other hand, can give the patent attorney an idea of the examiner’s level of flexibility and perception of the patent application, which leads to a better response.

An important part of human interaction is learning from staff as well. Paralegals have a lot of practical experience. I routinely take the opportunity to learn patent and trademark filing procedures from them, knowledge that comes in handy when they’re not available for urgent filings.

Communication Perceptiveness

All attorneys have their own approach to communication. Likewise, clients may have a style or preference when it comes to interaction. Some clients may show up sporadically with bursts of creativity, then disappear for a while. Some are hands-off, while others are eager to keep adding material to their patent applications and asking more questions.

Things can get more complicated when working with a whole team of inventors across the world. Discovering and adapting to the communication preferences of others is an ongoing skill worth developing.
WELL-BEING

Lawyers Tend to Bypass Rest for Work ... It’s Not a Sound Strategy

Get a Good Night’s Sleep

By Laura Mahr

In the past seven years of providing resilience coaching and stress reduction training for lawyers, judges and law school students, one thing is abundantly clear to me: Our profession rates high on stress and low on quality sleep. When I ask my coaching clients and mindfulness students about their sleep habits, many share that they struggle to get a good night’s sleep. Some can’t fall asleep, others don’t stay asleep, others struggle to wake up in the morning. The more neuroscience research proves the benefits of quality sleep and reveals the connection between physical, mental and emotional ailments related to sleeplessness, the more the high rates of stress, burnout, depression, anxiety and addiction in our profession add up.

Sleep fuels our bodies and brains; law demands too much of us to continuously practice on a drained fuel tank. Working chronically tired can lead to ineffective lawyering resulting from making mistakes, missing solutions to problems, forgetting what we learn, think creatively and are motivated.

A Lawyer’s Experience

A recently retired lawyer who practiced for 40 years shared that he never slept more than three or four hours at a time. He worked late after his family went to bed and then went to sleep. After a few hours, he awakened with a start, his mind racing through his cases and his to-do list. The only strategy he had to calm his mind was to get up, go to the office and start his workday at 3:30 a.m.

I asked him in retrospect what would have been helpful for him during those many years of sleepless nights. He replied, “I wish someone had taught me the kinds of tools I’m learning now ... like how to calm down with mindfulness. For most of my career, nobody was talking about sleep or stress or what to do about it ... I didn’t get the correlation between sleep and productivity. I certainly didn’t talk about my sleep problems at work. I didn’t want my colleagues or my clients to think that I didn’t have what it takes to get my job done right.”

Restorative Sleep, Effective Client Services

It’s useful for us to connect the dots between getting restorative sleep and effective client services. Quality sleep helps us to learn more quickly and retain what we learn; when we are rested, we think and problem solve more effectively and more creatively, and we feel more motivated. In addition, there’s a strong connection between effective leadership and getting enough sleep.¹

It’s easy to comprehend the logic that follows: We lawyer and preside over courtrooms better when we learn quickly, retain

The Downside of Poor Sleep

Conversely, our cognitive functioning declines rapidly with sleep deprivation.² It’s compelling for our profession to understand that this neuroscience research shows that while certain parts of our brains can function fairly well on little sleep, the prefrontal cortex — the “executive functioning” part of our brain that does our lawyering (reasoning, organizing, planning and problem solving) — struggles greatly with sleep deprivation. The article (from Endnote 2) summarizes these eye-opening cognitive performance effects of sleep deprivation:

- Involuntary microsleeps (falling asleep).
- Attention-intensive performance is unstable with increased errors of omission (lapses) and commission (wrong responses).
- Psychomotor response time slows.
- Both short-term recall and working memory performances decline.
- Reduced learning (acquisition) of cognitive tasks occurs.
- Performance requiring divergent thinking deteriorates.
- Response suppression errors increase in tasks primarily subserved by the prefrontal cortex.
- Response perseveration on ineffective solutions is more likely to occur.
- Increased compensatory effort is required to remain behaviorally effective.
- Tasks may begin well, but performance deteriorates as task duration increases.
- Growing neglect of activities judged

¹ Endnote 2
to be nonessential (loss of situational awareness) occurs.

When we work when we are tired, we are less efficient and make more mistakes, and we ultimately become further exhausted as we push the neocortex to function when it would rather be restoring its energy through sleep. In addition, when we work when we are sleepy, we are more prone to distraction, such as surfing the web or checking our phones. Therefore, tasks that would otherwise take only a few minutes may drag on because we lose our focus.

In addition, an interesting study on sleep and leadership found that the quality of sleep of a workplace leader plays a role in the supervisor’s abusive behavior. The study also makes the connection between abusive behavior by leaders and employee disengagement and lowered job performance. The study’s authors recommend that leaders “attempt to delay important interactions or decisions on days when they have had a poor night of sleep the night before.” Another interesting study found that employees who experience high amounts of workplace telepressure from their employers — the preoccupation and urge to immediately respond to email or text messages — tend to have poor sleep quality and high rates of work exhaustion.

The Upside of Quality Sleep

Quality sleep, on the other hand, helps us to feel good. It reduces stress and inflammation, and supports a healthy immune system and heart. Getting quality sleep is one way to level up our physical health and our work-life satisfaction.

Neuroscience research shows that quality sleep helps us to stabilize our moods, and decrease irritation and emotional volatility. As attorneys and judges, we want to feel emotionally stable at work. It’s desirable for effective client services, in-house teamwork, professional collegiality, and decision making to be able to think and act calmly, without getting emotionally triggered. Additionally, most clients and courtrooms respond well to a calm, emotionally stable demeanor. When our mood is regulated, things tend to work out better all around — for our clients, our cases and ourselves.

3 Ways to Improve Our Relationship with Sleep

We need sleep. We know it. Yet most of us aren’t getting the sleep we need, in part
because of our anxiousness about doing well, and in part because we are members of a profession that is still learning about well-being. Circling back to the retired attorney and his hesitancy to talk about his sleep challenges at work, he’s correct in pointing out that our current legal culture isn’t accustomed to talking about the toll practicing law or sitting on the bench takes on us, including our ability to sleep peacefully. For most lawyers and judges, it is uncomfortable and feels foreign to talk about our need for greater well-being, or our need for help. What would happen if we acknowledged our discomfort, and then set it aside and turned toward productive ways to address our profession’s lack of sleep and its impact on our well-being and performance?

If you would like to begin the conversation at your place of employment or improve your own sleep hygiene, here are a few places to start:

1. Host a CLE/training for the entire organization on sleep hygiene that includes sleep theory and practical tools that promote restful sleep.

2. Create sleep-supportive policies and practices regarding staying “plugged in” after normal business hours. Talk about the communication policies with teams. Leaders can share their expectations for staff regarding returning emails, phone calls and texts to clients and other team members after hours. It may be helpful to hire a professional to facilitate the conversation.

3. Come up with “blackout times” after which no one at the firm is expected to check any kind of work communication, unless it’s an emergency.

Enjoy trying out some new positive sleeping habits and initiating new conversations with your colleagues about sleep and well-being. To all a good night!

Laura Mahr is an Oregon and North Carolina lawyer and founder of Conscious Legal Minds LLC, providing mindfulness-based well-being coaching, training and consulting for attorneys, judges, law schools and law offices nationwide. Her work is informed by 13 years of practice as a civil sexual assault attorney, 25 years as a student and teacher of mindfulness and yoga, and a love of neuroscience and a passion for resilience. Learn more at consciouslegalminds.com. This article was originally published in the North Carolina State Bar Journal.
ENDNOTES

4. “You Wouldn’t Like Me When I’m Sleepy,” Lee Kong Chian School of Business, Barnes, Lucianetti, Bhave and Christian, October 2015.

The Bulletin welcomes quality manuscripts from Oregon State Bar members for publication.

We publish articles on a wide variety of subjects and favor such topics as access to justice, legal funding, judicial independence, diversity in the profession, professionalism and future trends. We also publish columns on ethics, practice tips (in specific areas of law), law practice management and legal history, as well as essays on law and life.

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Oregon State Bar Seeks Non-Lawyer Volunteers

Do you know any non-lawyers with a desire to volunteer their time, energy and expertise to Oregon’s legal community? The Board Development Committee is currently looking for non-lawyer volunteers to serve as public members on the OSB Board of Governors and several other committees and boards.

Public members are vital to the OSB’s mission, helping ensure that the public interest is considered at all levels of bar governance. Many current and past public volunteers have been encouraged to seek appointment by a lawyer friend or colleague, so if you know someone who might be interested, please encourage them to apply.

People from a variety of backgrounds have successfully served as public members — connections to the legal field are not necessary.

The application deadline is July 11. Details are available at www.osbar.org/volunteer/publicopps.html.

Claim MCLE Credit for Teaching Civics to Non-Lawyers

Did you know that OSB members can claim MCLE credit for teaching civics courses to non-lawyer members of the public? In order to claim credit, the teaching must be non-compensated and must relate to the lawyer’s legal expertise or legal services. For more details, view the FAQ at tinyurl.com/MCLEforTeachingCivics.

New PLF Resources

You can find the following new resources on the PLF website at www.osbplf.org > Services > CLEs & Resources:

- ABA Techshow Bytes! (inPractice blog post)
- Extinguishing Burnout: How to Foster Engagement in the Legal Profession (PLF/OAAP CLE)
- Practice Management Software: Know What You Want Before Making the Switch (PLF CLE)
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Discipline

Note: More than 15,000 people are eligible to practice law in Oregon. Some of them share the same name or similar names. All discipline reports should be read carefully for names, addresses and bar numbers.

JIA J. FENG
OSB #161130
Portland
Form B

Effective Jan. 20, 2022, the Oregon Supreme Court accepted the Form B resignation of Portland attorney Jia J. Feng.

At the time of her resignation, there was a pending formal proceeding that alleged rule violations in three client matters. Among the 13 rule violations alleged by the bar were neglect of a legal matter (RPC 1.3); failure to keep a client reasonably informed about the status of a matter (RPC 1.4(a)); collecting fees pursuant to written agreements lacking required disclosures (RPC 1.5(c)(3)); failure to take steps reasonably practical to protect client interests upon termination (RPC 1.16(d)); and knowing failure to respond to lawful demands for information from a disciplinary authority (RPC 8.1(a)(2)).

The resignation recited that Feng’s client files were stored digitally and securely at her residence or in cloud storage or were stored in encrypted HD storage.

MICAH D. FARGEY
OSB #096814
Portland
Disbarred

Effective April 12, 2022, the disciplinary board disbarred Portland attorney Micah D. Fargey for violations of RPC 1.3 (neglect), RPC 1.15-1(a), (c) and (d) (failing to safeguard client trust funds and return unearned funds upon request), RPC 1.16(d) (failing to take steps to protect a client’s interests upon termination of the representation), RPC 8.1(a)(2) (failing to respond to requests for information from disciplinary authority), RPC 8.4(a)(2) (committing a criminal act that reflects adversely on the lawyer’s fitness to practice), RPC 8.4(a)(3) (engaging in dishonesty, fraud, deceit or misrepresentation that reflects adversely on the lawyer’s fitness to practice law), and RPC 8.4(a)(4) (conduct prejudicial to the administration of justice) in two separate matters.

In the first matter, Fargey agreed to represent a client in an employment matter and accepted a $5,000 retainer for litigation costs. Fargey deposited the client’s check into his lawyer trust account but thereafter knowingly converted his client’s money to his own personal use. Fargey also failed to perform any substantial work on the client’s behalf and failed to return his client’s documents upon termination. The disciplinary board found that Fargey neglected a legal matter entrusted to him, engaged in dishonesty that reflected adversely on his fitness to practice law by knowingly converting his client’s funds for his own use, committed criminal acts that adversely reflected on his fitness to practice law and violated the rules governing lawyer trust accounts.

In the second matter, Fargey was arrested for driving under the influence of intoxicants twice and driving while suspended. Fargey failed to appear for a show cause hearing and several pre-trial conferences, requiring the court to issue multiple bench warrants due to Fargey’s repeated failures to appear at court hearings. The disciplinary board found that Fargey committed criminal acts that reflected adversely on his fitness to practice law and engaged in conduct prejudicial to the administration of justice.

In both matters, Fargey knowingly failed to respond to the bar’s lawful demands for information during its investigations.

Fargey’s conduct was mitigated by his absence of a prior record of discipline, absence of a dishonest or selfish motive, a pattern of misconduct and multiple offenses, but was mitigated by the absence of prior discipline.

JESSE MAANAO
OSB #045333
Portland
60-day suspension

Effective July 1, 2022, the disciplinary board approved a stipulation for discipline and suspended Portland lawyer Jesse Maanao for 60 days for violating RPC 1.3 (neglect of a legal matter), RPC 1.4(a) (failure to keep a client reasonably informed about the status of a matter and to promptly comply with reasonable requests for information) and RPC 1.15-1(d) (failure to deliver client property).

A husband and wife retained Maanao in May 2018 to assist them with several immigration matters. In December 2020, Maanao assisted the husband in renewing his employment authorization form, but then Maanao failed to submit the completed form for approximately 10 months. During these 10 months, Maanao also failed to respond to the couple’s numerous phone calls, text messages and emails. In the spring of 2021 the couple terminated Maanao’s representation and demanded that he provide them with a copy of their file, but Maanao did not respond to them until after they filed a bar complaint.

Maanao eventually resumed communication with the couple and continued working for them, but stipulated that he violated RPC 1.3 by failing to file the husband’s employment authorization form for more than 10 months, RPC 1.4(a) by failing to respond to his clients’ reasonable requests for information for more than 10 months and RPC 1.15-1(d) by failing to promptly provide his clients’ a copy of their file upon request.

The stipulation acknowledged that Maanao’s conduct was aggravated by his substantial experience in the practice of law. Maanao’s conduct was mitigated by an absence of a prior record of discipline, absence of a dishonest or selfish motive, personal and emotional problems, full and free disclosure to disciplinary board and a cooperative attitude toward proceedings, and remorse.

DAVID J. KELLER
OSB #045136
Portland
120-day suspension

The Oregon Supreme Court suspended David J. Keller for 120 days, effective May 23, 2022, for neglect, misrepresentation and failure to respond to the bar.
In representing a client on a claim against her deceased husband’s estate, Keller negotiated a settlement in which she would receive money and clear title to the minivan she had used during the marriage. The estate’s personal representative (PR) timely released the funds and signed the minivan title over to the client, but inadvertently signed the title in the wrong box. Keller recognized the problem, informed his client and agreed to help correct that mistake. However, over the next eight months, Keller took no action to obtain a corrected title, but repeatedly falsely represented to his client that he had promptly sent the title to the PR’s counsel, and that the PR or her counsel were causing the delay in making the correction. During this period, Keller falsely told his client about phone calls and other communications he had with the PR’s counsel, and reported that the corrected title had been signed and mailed to his office. He then attributed to a new mail carrier the delay in obtaining the corrected title.

In fact, during this eight-month period, the incorrectly signed title remained on Keller’s desk. When he finally communicated with the PR’s counsel about the matter, the PR signed and returned it to Keller in one week.

When Keller’s client filed a grievance with the bar, Keller did not respond to most of disciplinary counsel’s questions. At one point, the bar administratively suspended him for failure to cooperate, and he filed a brief response within minutes of receiving notice of that suspension. After the administrative suspension was lifted, he continued to delay responding to follow-up inquiries. Later, during the formal disciplinary proceeding, Keller failed to comply with the bar’s discovery requests until the bar obtained an order to compel production.

Before the court, Keller admitted that he violated RPC 1.3 (neglect), RPC 8.4(a)(3) (misrepresentation) and RPC 8.1(a)(2) (failure to respond to the bar’s inquiries). In deciding to impose a 120-day suspension, the court noted that Keller acted knowingly, and caused actual harm to his client and the legal profession. Aggravating factors included a dishonest or selfish motive, a pattern of misconduct, multiple offenses and substantial experience in the practice of law. The court found lack of prior discipline in mitigation.
Among Ourselves

Traci Ray, Barran Liebman’s executive director, has been elected to the Oregon Association of Legal Administrators (ALA) Board of Directors as their education director. Ray has been a member of the Oregon ALA chapter since 2013, previously serving as co-chair of the organization’s human resources section.

Bradley Andersen has been inducted as a fellow of the American College of Trial Lawyers. Anderson is a litigation, trial and appellate attorney at Landerholm, where he has represented a broad range of clients in a wide variety of litigation and trial disputes. In addition to having taken verdicts in many jury and court trials, Andersen has argued dozens of cases before the Washington superior courts, Supreme Court, Courts of Appeals and federal courts.

Miller Nash attorney Eden Vasquez has been elected to the ambassador board of the Court Appointed Special Advocates (CASA) for Children of Multnomah, Washington & Columbia Counties. Vasquez is a member of Miller Nash’s education and employment law teams. She assists clients, including higher education and K-12 institutions, public school districts and private schools, in advice and litigation. CASA advocates for the interests of abused and neglected children who are in custody of the state and under the protection of the court.

Foster Garvey has promoted Dan Keppler to general counsel following the retirement of Cinda Fernald. Keppler is based in the firm’s Portland office and previously served as associate general counsel alongside Fernald. Keppler has more than 25 years of experience in securities litigation, legal malpractice defense and complex business.

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Bridget Donegan has joined Boise Matthews. Donegan’s practice focuses on defending individuals and businesses in state and federal court, with an emphasis on white-collar criminal defense. Donegan has been practicing since 2010 and brings experience in state and federal jury trials in a wide variety of complex matters.

Donald Molnar has joined Reynolds Defense Firm. Molnar brings 17 years of experience from practice areas including criminal defense, DUI defense and family law. He has extensive training in the technical and scientific aspects of DUI defense.

Miller Nash’s Portland office has hired two new associates. Blakey Vogel focuses his practice on representing businesses and individuals in transactional and regulatory matters with particular focus on supporting clients within the cannabis industry. Sophia von Bergen represents clients in all phases of litigation with a focus on complex litigation matters and business disputes.

Jordan Ramis has announced the addition of Maureen Bayer as shareholder and Daniel Bonham as associate attorney. Bayer joins the firm’s environmental and natural resources group, working with clients facing environmental issues related to regulatory compliance, site contamination and business transactions. Bonham joins the firm as a bankruptcy attorney, assisting clients with bankruptcy-related proceedings, state law workouts and insolvency-related negotiations.

Tonkon Torp has welcomed associate Samantha Taylor to its litigation department. Prior to Tonkon Torp, Taylor was an associate at Katten Muchin Rosenman.
In Memoriam

Brien Fredric Hildebrand passed away peacefully from natural causes at his Beaverton home on April 10, 2022, at the age of 70.

Hildebrand was born in San Francisco on March 8, 1952, to Berniece and Carver Hildebrand. The family moved to the Portland area shortly thereafter. Hildebrand attended Beaverton Public Schools and was an outstanding football player at Beaverton High. He then attended the University of Oregon, where he earned his B.A. in 1975 and his J.D. in 1983.

After law school, Hildebrand clerked for Oregon Circuit Court Judge John Jelderks in The Dalles. Upon his return to Beaverton, he joined the law firm of Moomaw, Miller & Reel. Soon the firm was renamed Moomaw, Miller & Hildebrand. (The firm is now Moomaw, Mesirow & Godfrey.) Hildebrand retired from the firm earlier this year after nearly 40 years specializing in real property, wills and estates, and general business law.

Hildebrand was an avid Oregon Ducks fan, enjoyed finding interesting sites across the country to visit and relished a round of golf with his friends and colleagues. He loved spending time with his family, especially along the Oregon Coast and in Central Oregon.

Hildebrand is survived by his daughter Brynn Hildebrand of Beaverton; sons Brent of Missoula, Mont., and Kenny (Lynsey Forshew) of Beaverton; sister Krista Hildebrand (John Marshall) of Portland; brother Bruce (Janett) of Costa Mesa, Calif.; nephew Stephen of Hermosa Beach, Calif.; and his grandchildren Cormac, Carver and Lilly.

If desired, contributions in Hildebrand's name may be made to Tualatin Valley Workshop in Hillsboro. A gathering of remembrance will be held on Sunday, June 26, 2022, from 2-5 p.m. at the Stockpot Broiler Restaurant in Beaverton.

Jon David Kryger ran his last mile, drained his last putt, skied his last mountain slope and settled his final case on April 28, 2022, surrounded by his family. He was
born in Boise, Idaho, on November 18, 1940, to Arthur Kryger and Frances Elizabeth Grismer Kryger.

His parents later moved to Coeur d'Alene, Idaho, where Kryger and his five siblings Gene, Kathy, Suzie, Kristina and Kit lived their formative years. Kryger attended Immaculate Heart of Mary High School where he was an all-star athlete in football (quarterback) and baseball (pitcher), as well as an honor roll student. He later received a baseball scholarship to St. Martin’s University in Lacey, Wash. He was inducted into the St. Martin’s Hall of Fame as a baseball pitcher in 1994.

It was in college that Kryger met his beloved wife, DeEtta Anne Lefor. Upon graduation, Kryger moved to Salem, where he worked for a year at the local cannery to earn money before attending law school at Willamette University in Salem. Kryger and DeEtta married on August 31, 1963. He then obtained his J.D. from Willamette University Law School in 1965, the same year as the birth of the couple’s first daughter, Kristen. Another daughter, Kelly, was born in 1967.

Kryger began his legal career in Salem working a short time for Floyd Stager and then as an administrative law judge for the Workers’ Compensation Board. The family then moved to Albany in 1970 and Kryger began his lifelong career at Emmons, Kyle Law Firm. Kryger and DeEtta welcomed another daughter, Erin, in 1970 and a son, Kevin, in 1976.

Kryger practiced law with integrity and dedication until his retirement in 2000. During his career, he was on the Governor’s Task Force for workers compensation in 1980, and served as governor (1981-84) and president (1986-87) for the Oregon Trial Lawyers Association.

Kryger is survived by his wife of 58 years, DeEtta; daughters Kristen (Mitch), Kelley (John) and Erin (Mark); son Kevin (Tasha); five siblings; eight grandchildren and three great-grandchildren.

Online condolences may be posted at www.fisherfuneralhome.com. Donations can be made to the Alzheimer’s Association.

Additional Notices
Malcolm Corrigall
73, Coos Bay, June 8, 2021
Herbert Titus
83, Vienna, Va., June 20, 2021

A. Thomas Niebergall
89, Lake Oswego, Aug. 17, 2021

John Kralman
39, Silver Spring, Md., Oct. 29, 2021

Hank McCurdy
73, Portland, Dec. 21, 2021

Aloysius Auyeung
71, Seattle, Wash., Dec. 30, 2021

Bernard Brink
79, Hillsboro, March 28, 2022

Hon. Bryan Hodges
81, Eugene, April 29, 2022

The Bulletin welcomes short items about Oregon lawyers and law firms for the Bar People pages of the magazine. Notices are published at no cost. Email notices to: editor@osbar.org

Submissions are subject to editing and published in the order received. The Bulletin publishes photographs (single headshots only) in “Moves” and “Among Ourselves” and “In Memoriam.” The fee is $20 for each photograph. The notice itself is free. Paid professional announcements are also available. Inquire at law@llmpubs.com.

Questions? Call the Bulletin, (503) 431-6356 or (800) 452-8260, ext. 356.

Oregon State Bar
LEADERSHIP INSTITUTE

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Are you ready to invest in yourself and your legal career by developing practical leadership skills, confidence, and resiliency? Are you an attorney with a diverse background and with three to nine years (suggested) of practice? If so, then the Oregon State Bar Leadership Institute may be the next step for you. Here’s what some of the first cohort members discovered about their investment in the Leadership Institute:

“The OSB Leadership Institute helped me meet lawyers from varied backgrounds in varied specialties whom I would not have met otherwise. The sessions helped show me how I can more effectively contribute personally and professionally as well as how I can build a stronger team.” Suji Patel, Apex Real Estate Partners

“From building relationships with outstanding attorneys and judges across Oregon, to sharpening my communication and interpersonal skills, I am thankful to the OSB Leadership Institute for the incredibly enriching personal and professional development experience.” Victor Reuther, Office of the Legislative Counsel

Get ready to move yourself and your career forward. Check the OSB Diversity site below for information and an application.

Applications are due by 5 p.m., June 17.

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1000 SW BROADWAY, SUITE 910 – 1 furnished private workspace is available for scheduled use as a virtual or remote office, with access to shared conference room with high-end finishes. Reception services and use of address provided, with your firm name at the door, off elevator and in lobby. Space is newly remodeled. $500/mo. Contact Tim Landis @503-220-1331 or tim@landislaw.com.

ALL-INCLUSIVE OFFICE SPACE – Private secure offices include mail service, phone reception, internet, conference rooms, kitchen, signage, parking, 24/7 building access. No set up fee’s, use of furniture, on-site gym and 13th month waived! 5200Meadows.com or Call (503) 726-5999.

HILLSBORO – 2 elegant office suites 1 block from courthouse. $800/ea. utilities included w/first month free. For pics/info contact John Elliott: (971) 404-6631 or jMEDrum@earthlink.net.

LAKE OSWEGO KRUSE WAY – Class A Office Building; 4248 Galenwood Street, Lake Oswego, OR 97035. Primarily Attorneys. Partner-sized, windowed offices. Receptionist, Phones, High Speed Internet, Conference Rooms available or included. Free parking. Office lease prices range from $600 to $1400 per month. Phone numbers or ported numbers available. Call for information. John (503) 675-4343.

LARGE, LIGHT-FILLED CORNER OFFICE SPACE AVAILABLE in the historic Thomas Mann Building at 820 SW Second Avenue. 2nd floor corner office (12’7” X 13’7”) and an adjacent office (7’ X 13’7”). $1,777/month for both. Tall ceilings and large windows that open. Includes reception services, conference room, bicycle storage, locker room/shower and use of copier/postage machines. Sharing space with Thomas, Coon, Newton & Frost. Contact Diane Fulton at 503-228-5222 or dfulton@tcnf.legal.

LARGE PRIVATE OFFICES WITH LAWYERS IN BEAUTIFULLY RESTORED HISTORIC BLDG – Four blocks to Multnomah/Federal courthouses. Large Italianate windows; air-conditioned; new décor; elevator with video security system; share conference room, lunch room/kitchen, receptionist; Shower room, bike rack. $400-$800. (503) 927-3347.

LUXURY, PRIVATE WINDOW OFFICE – 36TH FLOOR RIVER VIEWS – Three offices available at busy firm in Wells Fargo Center, heart of downtown Portland. All offices include adjacent support staff desk. Included: mail, light reception, shared kitchen, lobby, conference rooms. Amenities: parking, lounge, gym, yoga & Pelo- tion room, mothers’ room, bike parking. $1200/mo., month to month. 503-488-5424 or info@gl-lg.com.

NEW IMMIGRATION LAW OFFICE SPACE OR LIVE/WORK dwelling in fantastic location across from the United States Citizenship and Immigration Services building in Portland, Oregon. 1,885 feet of modern industrial office space with polished concrete floor, two bathrooms and 20-foot ceiling, all located at 1470 NW Overton Street, Suite A. This would also be a great live/work experience with the office (953 feet) on the ground floor and a 932-foot apartment in the loft. At $25/foot NNN (total is $3,927/month), this would be one of the least expensive apartments in the Pearl District, along with the ground floor office tax write-off advantage. Contact Paul Rudinsky, (541) 954-3434 or paul@mckenzieverco.com.

OFFICE AVAILABLE IN THE BUTCHER & SMITH LAW FIRM SUITE – 520 SW Yamhill St., across from Pioneer Square in Historic Pac-ific Bldg. Phone services, internet/wi-fi, copiers, scanners, conference room, showers, bike rack, large windows, security and front desk person available to greet clients. First month free. Inquires to Elizabeth at (503) 972-7380.

OFFICE SPACE AVAILABLE PREMIER PORTLAND LOCATION! 1000 SW Broadway, ninth floor, Two offices 13 x 9 and support staff workstation, or one office 14 x 13 and a support staff workstation. Comes with a separate suite number and a dedicated mailbox for your suite. Located on a floor with a fitness center and direct access to a parking garage. The building provides the use of a large conference room located on the ninth floor with a capacity of 42. You will also have use of our private conference room, reception area, break room, internet, and phone system. The building has seven levels of secured and monitored parking. We are located two blocks from Pioneer Square and near theaters, hotels, and restaurants. The two 13 x 9 offices are $1,000.00 per month, and the larger 14 x 13 office is $1,300.00 per month. Available now. One year lease required. Contact Chris Roy at chris@roylawgroup.com.

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TWO SUITES IN THE PINE STREET BUILDING AT 50 SW PINE STREET AVAILABLE JUNE 1, 2022 – The suites occupy the entire second and fourth floors of the building in downtown Portland. Each suite is 2500 square feet. Elevator opens directly to the suites. For details and photos please visit: http://willamette-visitaproperties.com. Additional stor- age available for lease in basement. Walking distance to the courthouse Tours of space by appointment. Full-service rent at $26 psf ft/year and term negotiable. Contact Josh at 503/546-0461 or email at jpl@pdx injury.com.

WEST LINN OFFICE – 2875 Mary- hurst Dr. 2 offices available one for $700 and the other for $1,200 in historic, super quaint building with great parking. Share office space with three other experienced lawyers who specialize in estate plan ning, probate and trust administration. Space also available for your secretary. Contact Richard Noble at (503) 635-6235. See our website for more info: www.oregonlegalcen ter.com.

POSITIONS AVAILABLE

It is the policy of the Bulletin to only list opportunities for employment that are consistent with OSB Bylaw 10.

ASSOCIATE ATTORNEY – Moomaw, Mesirov & Godfrey, LLP is seeking an associate attorney with two or more years of professional experience to join its team. The ideal candidate will have substantive experience handling business transactions and general business matters and providing business counseling to small and medium-sized businesses. Successful candidates must have strong analytical, verbal, and writing capabilities and excellent academic

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Associate Attorney - Oregon Remote from Home – Mandarich Law Group LLP is a leading debt collection law firm with offices located in multiple states, including in the Portland metropolitan area. We are seeking an attorney with two to five (2-5) years’ experience to join our Oregon litigation practice. This is a remote position, which requires the ability to work solely from home. This position is a remote position and requires the ability to work solely from home. The position provides hands-on experience to newer associates who are looking to gain experience in the courtroom and hone their verbal and writing skills through motion practice. This is a great opportunity for your civil procedure practice development and setting a foundation for your future career opportunities as an attorney.

Requirements: Must have an active Oregon license to practice law; dual license in Washington is a plus.

- Must have a valid driver’s license.
- Compensation and Benefits: Competitive salary • Bar dues • Mileage and other approved travel expenses • Health and dental Insurance • 401K • Vacation and sick leave.


Attorney - Myatt & Bell, P.C. – We seek an attorney to join our specialized high net worth, team-oriented estate planning and administration practice in the Portland/Tigard area. Our entire firm’s focus is estate planning, tax, and administration. We’re looking for someone with experience in estate planning and administration, including planning with irrervocable trusts and other entity formations. We need a client facing attorney who will connect with clients and work with our established support team. Our firm’s culture values balance in life, humble teamwork, competitive pay, excellence in work product and high customer service. As a firm, we’re home on time for family dinner and work normal working hours during the week. Because we work as a team, efficiency provides compensation on par with the firms that demand extra hours. Please apply in confidence to justinn@myattandbell.com or just send me an email to let me know you’re interested.

Beery, Elsner & Hammond, LLP (BEH) seeks an associate with interest in land use and municipal law. We are a small, busy firm limiting our practice to the representation of local governments in all aspects of their operations. This position is a long-term opportunity for growth in a collaborative and professional environment. BEH welcomes diversity and is committed to providing equal opportunity for all applicants. Previous land use or municipal law experience is desirable. Please email your cover letter, resume and references to: Office Manager, yen@gov-law.com.

Creditors’ Rights Attorney – Hershner Hunter, LLP, the largest full-service business firm in Eugene, has been representing clients throughout the Pacific Northwest and beyond for more than 75 years. Our attorneys specialize in a variety of practice areas and industries, including Business & Corporate Law; Creditors’ Rights & Bankruptcy; Estate Planning & Business Succession; Healthcare; Intelecual Property & Technology; Labor, Employment & Benefits; Litigation; and Real Estate. At the center of our firm is our commitment to our clients, community, and each other. We emphasize an inclusive team approach and pride ourselves on our collegial and collaborative atmosphere. We believe our firm provides the best of both worlds, allowing us to work on complex and high-stakes “big city” matters, while living in the “small city” environment that Eugene provides. Our flexible work model allows for part-time remote work in most circumstances. We are presently seeking an associate attorney to join our Creditors’ Rights practice group in a partner-track position, with a competitive salary and benefits. The Creditors’ Rights group handles a wide variety of matters including evictions, non-judicial and judicial foreclosures, construction lien and bond claims, foreclosure of security interests, unsecured and secured collections, and bankruptcies. Creditors’ Rights associates receive significant training and mentoring, and early opportunities for client contact and participation in bankruptcy hearings and other court appearances. Successful candidates will have: 2 or more years’ experience in creditors’ rights and creditor bankruptcy fields • Oregon State Bar admission, or eligibility for reciprocity, Washington, Alaska, and/or Idaho admissions a plus • Excellent legal research, writing, oral communication, and interpersonal skills • Experience working in a collaborative setting with significant responsibility • Enthusiastic professional references • A desire to live in Eugene and to integrate into the Eugene legal and business community. Candidates should send materials to Nicholas Frost, at nfrost@hershnerhunter.com. Hershner Hunter, LLP is an equal opportunity employer and encourages applications from qualified individuals of diverse backgrounds.

Criminal Defense and Juvenile Attorney Opportunity in Central Oregon – Well-established defense consortium in Crook and Jefferson Counties, Oregon. $15,800 per month, and it is required that practice will solely focus on this court-appointed caseload. Must have primary business office located in Madras or Prineville. Attorney is responsible for their own expenses. Experienced Consortium members are available to provide advice and congenial guidance as needed. Email Resume and Cover Letter to Jennifer F. Kimble at JenniferFKimble@aol.com.

Established Bend Firm with +25 Years Specializing in Family Law and Domestic Relations, Estate Planning and Administration. Seeking attorney with +5 years’ experience with domestic relations focus. Opportunity to be part of a highly respected, fast paced, growing law firm in Central Oregon. As a Senior Associate Attorney responsibilities include superior client service, management of support staff, and ability to work independently on client matters from intake to closing letter. We provide legal advice to clients throughout Central Oregon, including Deschutes, Jefferson, Wasco, Lake and Crook Counties and the cities of Bend, Madras, Redmond, La Pine, Prineville and Sunriver. Compensation package includes competitive salary, quarterly and annual bonuses and full benefits. Office overlooks the Deschutes River and within walking distance to trails, concerts, breweries and Bend’s amazing culture! All inquiries are confidential. Please address interest to Oregon State Bar, Attn: Blind Ad Q-27, P.O. Box 231935, Tigard, OR 97281, or email: blindad@osbar.org with the blind ad number in the subject line.

Experienced Collections Attorney – Oregon Corporation – NAEGELI Deposition & Trial, established for over 40 years, is a national corporation looking to add an experienced Corporate Attorney to our team. We are ranked as one of the 5000 Fastest Growing Companies by Inc. Magazine and one of the 100 fastest-growing companies in Oregon by The Business Journal. Qualified candidates must have 3-5 years of experience in legal collections, a strong work ethic, the ability to work independently as well as with collection team members, and the ability to get results. Candidates must be licensed to practice in Oregon (Washington a plus) and must be a strong communicator. This is an excellent opportunity to work with one of the nations’ most prestigious court reporting firms. Salary range is 70K – 85K per year. Benefits package includes medical insurance, life insurance, disability insurance, outstanding 401k, FASA, paid vacation, paid holidays and a gym membership. If you are looking for a long-term career position, our corporation will be an excellent fit for you! For consideration, please send a cover letter and resume to careers@naegeliusa.com.

Gleaves Swearingen LLP is seeking attorneys to join our Business Litigation Group and our Trust and Estates Group. Gleaves Swearingen is a trusted full-service business
LITIGATION ATTORNEY-AV

Rated firm in Salem is seeking an associate attorney. We have an active civil litigation practice in state and federal courts, including commercial litigation, insurance defense and insurance coverage litigation, professional liability defense, and trust and estate litigation. The successful applicant will have excellent analytical and writing skills, excellent communication and people skills, a commitment to professionalism in the practice of law, and strong work ethic. The initial job duties will include assisting in case evaluation, discovery, depositions, and trial preparation, with an early opportunity to develop and manage your own case load. The salary and compensation package will depend upon experience. Send resume and cover letter to bisme@pbswlaw.com.

O’HANLON LAW OFFICES, LLC, an established Eastern Oregon law firm, has an Associate position open. Practice areas include civil litigation, business, real estate, wills and estates and personal injury. Position offers opportunity for a challenging practice in a great area to live. Please send cover letter and resume with references to: O’Hanlon Law Offices, LLC, PO Box 628, Pendleton, OR 97801 or email us at: leeann@ohanlonlaw.org.

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LIC DEFENDER SERVICES (SWOPDS)

seeks a passionate and dedicated person for a full-time staff attorney position. SWOPDS is a friendly, close knit eight lawyer public defender’s office located on Oregon’s beautiful adventure coast. Must be a member of the Oregon State Bar or a member in good standing of a Bar with reciprocity who can readily wave in good standing of a Bar with the Oregon State Bar or a member in good standing of a Bar with the Oregon State Bar.

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KHEI, MAUI, HAWAII—Large ocean-view 1BR-2BA condo, LR sofa sleeper, two pools/spas, tennis, across from beach. Attorney discounts. mjs@aterwynne.com (503) 291-1423; Video: https://www.youtube.com/watch?v=eECuMFZEELE - Pictures: samsandmireidaho@gmail.com.

KONA, HAWAII—Lovely oceanfront 1 BR condo. Vaulted ceilings, great view. Tennis, oceanside pool and spa, walk to town (503) 780-3139. For photos, email: nanevin@aol.com.

PARIS APARTMENT—At Notre Dame. Elegant 2 bedroom, 2 bath, with lift. In the heart of Paris. PROVENCE. 4 bedroom, 4 bath house with stunning, panoramic view of Menerbes. Owned by OSB member (202) 285-1201 or angpolin@aol.com.

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The first business day of each month for the following month’s issue.

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