Celebrating Oregon Lawyers

A Better Bar
2023 OSB Annual Awards

Pro Bono Pros
Challenge Winners

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It's time to highlight the impressive work being done by Oregon lawyers in advance of the Celebrating Oregon Lawyers event later this month. This special section of the Bulletin features profiles on all the Oregon State Bar Award winners, Pro Bono Challenge recipients and honors the newest 50- and 40-year members of the bar.

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As a member of the Oregon State Bar since 1992, I have had the opportunity to serve on numerous sections and committees, and a range of other initiatives that allowed me to meet and work collaboratively with fellow attorneys from a variety of practice areas. I benefited from the knowledge, expertise and friendship that they shared. Those attorneys also showed me the value of stepping beyond one’s practice to serve the greater good and the cause of justice in our state.

As chief justice, one of my great pleasures has been to extend my relationships with attorneys across Oregon as we work together to tackle a wide range of challenges affecting our courts and the people whom we serve.

In addition to my work in the Willamette Valley and Portland, I’ve also joined State Court Administrator Nancy Cozine on court and community visits from La Grande to Astoria. And I have more visits planned in the coming months.

These visits have given me a first-hand view of the environments in which our circuit courts and local attorneys operate, and the legal issues of greatest concern across our state. Though the specifics and magnitude may vary, I have seen that communities large and small, urban and rural, east and west, share the challenges of substance abuse, mental health issues, homelessness and too few attorneys to meet the legal needs. Whether as a public defender or prosecutor, a legal aid attorney or a civil attorney in private practice, Oregon’s lawyers are on the front lines and have been playing a critical role in addressing these concerns.

Because we value the insights of attorneys and community partners, Oregon’s state courts have sought advice on a range of issues to inform decision-making, develop chief justice orders and guide collaborative efforts to solve our most pressing problems.

Together, we have worked to make it easier for attorneys to practice across jurisdictions, explore additional paths for admission to the bar, implement limited licensing of paraprofessionals to help those who would otherwise struggle to obtain legal representation and improve services in the area of family law through the State Family Law Advisory Committee. We have worked to improve circuit court procedures through the Uniform Trial Court Rules Committee, to research and recommend improvements in civil commitment through the Commitment to Change workgroup, and to promote equity and fairness through the Oregon Supreme Court Council on Inclusion and Fairness. We have focused on a range of court-policy issues with the help of the Chief Justice Criminal Justice Advisory Committee. We joined the other branches of government, attorneys and stakeholders to address the crisis of unrepresented individuals in the criminal justice system and are pulling together a variety of community partners to identify how we can expand access to justice through increased use of technology.

On an exciting new front, the Oregon Judicial Department (OJD) is working closely with the OSB, the Oregon Law Foundation, Oregon’s legal aid providers and other partners to transform the Oregon Law Help website into a centralized portal for legal information and referrals with plain language, triage tools and resources to help people define and resolve their legal issues. Translations of information to high-demand languages also will maximize access. That consolidated site will go live soon with updated housing and family law information and interactive features, a wide range of existing civil law information from the OSB, the OJD, and Legal Aid Services of Oregon, and referral service information. The partners will update and roll out information and tools for additional legal topics over the following years and will work together to maintain the content in the years to come. The Oregon Law Help project acknowledges both the critical role attorneys play — by encouraging referrals — and the reality that upward of 90 percent of litigants in some types of civil cases are unrepresented and need both process and legal information to effectively make their case.

Through my travels and service as chief justice, I have also developed a greater appreciation for the regional efforts to support the Campaign for Equal Justice, the attorney-driven organization that strives to make equal access to justice a reality for all Oregonians by raising funds for legal aid services across the state.
This critical work — across a range of issues — could not be accomplished without the collaboration, insights and energy of Oregon attorneys. The success of these efforts depends on attorneys who extend their already busy lives beyond the daily work on behalf of their own clients and devote many more hours to improving the practice of law and expanding access to justice, for the benefit of all Oregonians.

I am proud to be an Oregon attorney and happy to celebrate my fellow attorneys in this issue of the Bulletin. Thank you for all you do.

Hon. Meagan Flynn is the chief justice of the Oregon Supreme Court.
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Megan Johnson  Kristen McCall  Kate Glasson
Exam Discriminates

I’m late catching up on my magazine reading but I thought it was important to note what is at least in part a factual misstatement in the Feb/March Article “Expanding the Bar.” The article quoted Deborah Merritt saying, “It’s not that we adopted (standardized tests) knowing that they would favor white people and disfavor people of color.” While I understand Merritt’s point, history tells us the exact opposite is true. Standardized tests as we know them really gained traction with the introduction of the SAT. The SAT was designed by Carl Brigham, a leader of the American Eugenics society, for the explicit purpose of discouraging interracial relationships and justify segregation in the U.S. (see https://www.teenvogue.com/story/the-history-of-the-sat-is-mired-in-racism-and-elitism). The bar exam specifically can track its adoption in many states to the creation of African American law schools with one senator advocating for a mandatory bar exam by proclaiming that it was necessary to block “negroes and some undesirable whites” from entering the legal profession. (see Michael Boylan, The Ethics of Teaching). The bar exam was designed to discriminate against people of color, and that is what it has done.

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By the Numbers

Is Oregon for Aspiring Lawyers?

Uplift Legal Funding recently released a study ranking all 50 states for aspiring lawyers based on six factors. Data was gathered from the Bureau of Labor Statistics, the 2023 Princeton Review Law School Rankings, the American Psychological Association, World Population Review, Numbeo, the Education Data Initiative and Gallup. Here is where Oregon ranked in the six categories.

- 19th Job Prospects
- 20th Degree Affordability
- 21st Academic Success
- 20th The College Experience
- 40th Cost of Living
- 47th Health & Well-Being

Absolutely Social 2023 Set for Oct. 24

The Multnomah Bar Association’s Absolutely Social is set for Oct. 24. The event features more than 200 attendees coming together for a night of networking at the Ecotrust Building in Portland while collecting canned food for the Oregon Food Bank. For more details and to register, visit https://tinyurl.com/2023AbsolutelySocial.

17th Annual Rennard Strickland Lecture Is Oct. 24

The University of Oregon School of Law will host the 17th Annual Rennard Strickland Lecture on Oct. 24 beginning at 6 p.m. in the William W. Knight Law Center (and via Zoom). Dean Elizabeth Kronk Warner will deliver the lecture, followed by a reception. The Environmental and Natural Resources Law Center established the Rennard Strickland Lecture series to honor the legacy of the late Oregon School of Law dean. Strickland was Osage, a citizen of the Cherokee Nation, and widely regarded as a leader in Indian law and policy. The lecture’s focus is Indigenous environmental leadership and community vision for the 21st century. To register, visit https://law.uoregon.edu/about/events.

Oregon LERA Maggie Awards Presented Nov. 1

Each year the Oregon chapter of the Labor and Employment Relations Association (LERA) presents awards to recognize those Oregon labor-management relations practitioners whose accomplishments and approach to labor relations are widely admired by labor, management and neutrals. Maggie Award honorees have demonstrated commitment to the collective bargaining process, extensive experience in collective bargaining, integrity, and involvement in the labor relations community. The 2023 Maggie Awards will be presented at this year’s annual conference on Nov. 1. To register for this online event and help celebrate the winners, visit https://lerachapter.org/oregon/events/2023_oregon_lera_conference/.

Campaign for Equal Justice Hosts Upcoming Events

The Campaign for Equal Justice hosts two events in the coming weeks. The 2023 Lane County Luncheon at the Veterans’ Memorial Association in Eugene takes place on Nov. 3 from noon to 1 p.m. The Marion-Polk Luncheon also goes from noon to 1 p.m. at the Willamette Heritage Center in Salem on Nov. 15. Visit www.cej-oregon.org/events for more details and to register for these events.

Chief Justice Martha Walters Award Presented Dec. 17

Lane County Women Lawyers/OWLS invites you to attend the presentation of the 5th Annual Chief Justice Martha Walters Award to Tina Stupasky. The award recognizes a Lane County attorney who has demonstrated leadership in the pursuit of equal justice for all. The celebration includes a buffet lunch and will be held at The Gordon Hotel in Eugene on Friday, Dec. 17, from 11:45 a.m. to 1 p.m. Tickets are $40 or an Equal Justice ticket is available for $70 thru Nov. 9. To register and for additional information visit https://tinyurl.com/2023WaltersAward.

Civics Learning Project Seeks Volunteers

Civics Learning Project is Oregon’s leader in preparing students to become active, engaged and informed participants in a democratic society. CLP’s goal is to help young people develop the skills, knowledge and attitudes that will prepare them for a life of informed, intentional participation in their communities. Oregon has no mandate for testing in social studies, which includes civics and the workings of democracy. Civics Learning Project brings vital and engaging civics education programs into Oregon schools. The CLP is seeking volunteer at-
Quotable

“When you appear before the court as a practitioner, you want for yourself to be able to be heard in a respectful manner, that the case is considered on the record that you have created, that the law is read in a fair and impartial manner. Those are the values that I wanted in judges when I was a practitioner, and those are the values that I intend to bring once I’m on the court.”

— Justice Aruna Masih, the newest member of the Oregon Supreme Court, as reported by OPB on Aug. 16, 2023. According to a governor’s office new release, Masih’s appointment makes her the first Punjabi, Indian American and South Asian justice on the Oregon Supreme Court.
By Kellie Baumann

Educating Attorneys in an Ever-Changing Legal Landscape

The Role of Mandatory CLEs

By Kellie Baumann

Mandatory Continuing Legal Education (CLE) requirements emerged in the 1970s after a speech given by Chief Justice Warren E. Burger at Fordham Law School about a perceived crisis in the quality of advocacy in our courts. Advocates seized on his remarks regarding lawyer competence in an “increasingly complex society and increasingly complex legal system” and proposed mandatory CLEs as a solution. By 1980, nine states had adopted mandatory CLE requirements and by 1990, 24 additional states had done the same, including Oregon. Now, in the year 2023, 46 out of 50 states have mandatory CLE requirements.

The Oregon State Bar requires active members to complete a minimum of 45 credit hours of accredited CLE activity every three years, including:

- At least five hours relating to ethics.
- At least one hour relating to the lawyer's statutory duty to report child abuse and elder abuse.
- Absent empirical evidence demonstrating that compulsory CLE is effective, the court should consider reducing the overall burden imposed upon lawyers by CLE requirements.

New lawyers in Oregon have a shorter first reporting period, beginning on the date of admission and ending April 30 of the next calendar year. They are required to complete 15 credit hours, including a three-credit-hour OSB-approved introductory course in access to justice, two credit hours in ethics, one credit hour in mental health and substance use education, and nine credit hours in practical skills.

Reconsidering the Role of Mandatory CLEs

In March 2021, the Georgia Supreme Court created the Georgia Lawyer Competency Task Force (the “Georgia Task Force”) to evaluate whether current educational mechanisms, including mandatory CLE requirements, ensured competency in experienced lawyers in Georgia. The Georgia Task Force submitted its final report to the Georgia Supreme Court in December 2022 with recommendations that have some states rethinking the concept of mandatory CLEs.

The Georgia Task Force recommended that the Georgia Supreme Court reconsider its existing mandatory CLE requirements in several respects, notably:

- If any CLE is required, the court should prioritize CLE in the area of professional ethics.
- To the extent that any CLE beyond the area of ethics is mandatory, a lawyer should be required to complete CLE in a subject relevant to an area in which the lawyer practices or intends to practice.

While the report emphasized that it does not recommend that the Supreme Court abolish mandatory CLEs altogether, it stresses that “although voluntary CLE may well be an effective means of promoting lawyer competence, it does not follow that mandatory CLE is equally or even comparably effective” as the mandatory CLE system is oriented toward attendance, not learning.

The report argues that since many CLE programs consist primarily of lectures or discussions among panelists, participation of attendees is mostly passive. The Georgia Task Force emphasized that “presence is not evidence of learning” and the science of education suggests that what is heard in the classroom is unlikely to be retained without advance preparation, classroom participation, review and application.

The report’s stance raises a fundamental question: How can legal education evolve to meet the dynamic demands of today’s legal landscape? The Georgia Task Force report was a hot topic at the CLE Regulator’s Midyear Meeting this year. After a lengthy discussion, the consensus was that the recommendations in the report seemed extreme. One person noted that the report’s recommendation to overhaul Georgia requirements lacks the exact type of empirical evidence they were seeking to support CLEs.
The Georgia Task Force acknowledged the lack of evidence for their conclusions. The report states “[t]he absence of evidence, of course, is not necessarily evidence of absence, and for this reason, we have considered whether we simply should recommend that the Court commission a study of the effectiveness of mandatory CLE. But CLE has been required throughout much of the United States — including in Georgia — for 40 years, and there has been more than adequate opportunity for studies. … [A] reasonable case can be made that proponents of mandatory CLE should bear the burden of establishing an evidence-based justification for it, especially considering that the costs of CLE are not insubstantial.”

Staying Informed Is Critical

While questioning the effectiveness of mandatory CLEs, the Georgia Task Force’s report expresses an important issue, namely that there are no studies establishing the effectiveness or ineffectiveness of mandatory CLEs. Absent evidence, overturning CLE requirements would be a huge decision with consequences that affect not only every attorney in that state, but also all their clients, all prospective clients and the public at large who trust their legal expertise. The law is constantly changing and evolving, just as much as when Chief Justice Burger made his speech at Fordham — maybe even more. Effective attorneys need to educate themselves on these changes regularly. CLE requirements have served this exact purpose since their introduction in the 1970s.

Further improvements can be made to the CLE system in every state to ensure they continue to serve this crucial purpose. The addition of more free and low-cost CLE courses offered would lower the financial burden of an attorney’s education requirements. Oregon serves as an example, with the Oregon State Bar and the Professional Liability Fund offering many free and low-cost CLE courses through their websites. In the aftermath of COVID-19, many courses are now offered virtually, an option that ideally should be expanded to as many courses as possible. Virtual courses encourage attendance by broadening access and reducing participants’ registration costs via saving sponsors the expenses of renting space, catering and staffing an in-person event.

After the pandemic, CLE course sponsors have improved by recording
lectures. This allows prospective attendees who were not able to attend due to scheduling difficulties the chance to learn the same material. Recordings also allow those who did attend to review the CLE later, either to refresh their memory or to gain a better understanding of the material. Most providers now provide electronic copies of their lecture slides and handouts to attendees as well. As the Georgia Task Force notes in their report, adult learners require “advance preparation, classroom participation, review, and application” to retain what they are being taught. These types of changes to CLEs give attendees time to prepare and encourage engagement.

The Universality of Ethics

One of the most compelling recommendations of the Georgia Task Force prioritization of CLEs is in the area of professional ethics. The Georgia Task Force noted that the approach that gained the greatest plurality of support was to eliminate all mandatory CLEs except for ethics requirements. The rules and principles of legal ethics are the only laws that apply universally to every lawyer admitted to practice, irrespective of their areas of practice. At all times while practicing law, one must consider their ethical duties and responsibilities to their clients, the court and the public, regardless of the specific law being practiced. Each year, OSB’s general counsel’s office provides prospective ethics guidance to several thousand Oregon attorneys on the Oregon State Bar’s Ethics Helpline. Ethics is undoubtedly one of, if not the most important, subject for a lawyer to remain competent.

In Oregon, we require five mandatory credit hours every reporting cycle to be on the topic of ethics. Assuming an attorney is working 40 hours weekly through their three-year reporting period, Oregon requires only five hours out of the 6,240 working hours, or just 0.0008%, in their reporting period to be focused on CLEs about ethics. There is a legitimate question as to whether those five hours spent focused on maintaining their understanding of ethical duties effectively allows for continued compliance with our ethical standards.

While the Georgia Task Force’s report ultimately came to some conclusions which seem extreme, it raised some important questions and points regarding mandatory CLEs, the effectiveness of CLE programming and the future of CLEs. I am

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interested to hear from our members with their opinions on the effectiveness of current CLE programming, MCLE requirements and whether they believe our requirements allow lawyers to continue practicing effectively in a constantly changing legal landscape. Members may submit feedback to feedback@osbar.org.

Kelly Baumann is the MCLE program manager and regulatory project manager for the Oregon State Bar.

ENDNOTES


2. Id.


6. Id, Rule 3.3(b) and 3.6(b).

7. See Georgia Lawyer Competency Task Force, note 1 supra

8. Id.


10. See Georgia Lawyer Competency Task Force, note 1 supra

11. Id quoting Paul A. Wolkin, On Improving the Quality of Lawyering, 50 ST. JOHN’S L. REV. 523, 545 (1976).

12. See Georgia Lawyer Competency Task Force, note 1 supra

13. Id.

14. Id.

15. Id.

Proofing Documents for Format

The Last Step

By Suzanne Rowe

Following the advice in this column will take you less time than reading it. The advice might also save you the embarrassment of missing a deadline because your document didn’t conform to court requirements. At the least, it will ensure that your document’s appearance is as professional as the analysis it contains.

The last step in proofreading a document is checking the format. Too long, it gets rejected. Wrong heading, it frustrates the reader. Wonky formatting, you look sloppy. If you’re lucky, you have an amazing assistant who is checking these details for you. But what about the document you finish mere minutes before the filing deadline? Or while your amazing assistant is on a well-deserved vacation? Each of the formatting problems below is followed by a quick fix — or maybe several options — to ensure the last step of proofing is effective.

Pagination and Length

You do know whether the document has page restrictions, right? Certainly, you checked any court rules or other filing restrictions early in the writing process. But pagination issues can make a document seem too long. Those extra returns at the end of your argument? The ones you don’t even see but piled up as you inserted new text? They could create an extra page so that your 10-page document has a blank 11th page. And if you are restricted to 10 pages, your document could get bounced.

Another problem hiding in plain sight is the random page break. Certainly, you had a great reason to include a page break. You might have been keeping the heading of Part II with its text, knowing that a lone heading dangling at the bottom of a page is awkward at best. But when you expanded Part I, that page break wasn’t needed. Now, it could be creating a shortened page of text, and the document could seem to be too long.

Quick fixes:
1. Print the document and see how many pages roll off the printer.
2. Scroll to the very bottom of the document — beyond what you see as the last line of text — and see what page number appears.
3. Include page numbers on your document. You should do that anyway, for the ease of the reader. But seeing “26” might jar your tired brain into realizing this document is limited to 25 pages.
4. Ensure that you are reading the document with top and bottom margins visible. If there’s only a line to separate one page from the next, double click on the line to display the margins. Then scroll through the document to see whether any pages have just a few lines of text, proving you have an unwanted page break.

Tab Width

Of course, you have carefully set your tabs to one-half inch (or whatever your office prefers, or the document requires). Your goal is for each paragraph to begin with exactly the same indentation. Oh, but then you add a heading and whatever evil word processor you are using (they are all evil) decides that all the text under that heading should be indented just one-quarter inch. At least for a few paragraphs. Until you do something (who knows what) that defaults back to one-half inch. Grrrrr...

Quick fixes:
1. Print the document. Spacing can be easier to spot on a page than on a screen.
2. Whether in print or on the screen, hold a ruler or colored sheet of paper at the correct margin width. Keeping your guide there, flip or scroll through the document looking for paragraphs that are indented too much or not enough.

Justification

Before my next rant, let’s pause here to ensure we all know what “justification” means in writing. “Full justification” is what you see in books and magazines that have perfectly aligned left and right margins. To get those margins, the word processor inserts spacing throughout each line, separating words on one line with a little space and on another line with a lot of space. “Left justification” means that only the left margin is aligned; the right margin is ragged. The benefit of left justification is that words — and citations — are spaced evenly. The more anal retentive among us happily accept a ragged right margin for even spacing.

Once you are aware of justification choices, of course you are going to ensure that your document follows the one preferred by your office or required by some rule. What happens, though, when you cut and paste a block of text into your document? Or, when collaborating on a project, you insert a colleague’s analysis of the tort claim right after your analysis of the civil procedure concern? Some of those paragraphs might use different justification, which looks unprofessional.

Quick fix: Highlight all the text (I use “command + A”). Go to the icon for the
justification you want (left or full), likely at the top of the page, and click it. Take care to not confuse centered text (which does not stretch text to the even margins) with full justification. And be aware of any tables you want to appear with a different justification than the rest of the document.

**Headers and Footers**

Next, check that the content in any headers and footers is accurate. Perhaps a header identifies the document as a draft. Maybe a footer includes an identifying client number. Or, to save space on your updated resume, you might have tucked your name and contact information into the header.

All is well and good until your reader opens the document without top and bottom margins — meaning your header and footer disappear. Poof! No one realizes this document is a draft. The identifying number is gone. And the employer who has decided you are the perfect candidate is frustrated because your name and contact information are nowhere to be seen.

**Quick fixes:** (1) Save the document as a PDF, with the headers and footers opened. (2) Avoid putting key information in headers and footers. Use a watermark across the body of the text to indicate a draft. Change the margins on your resume and keep your name and contact information in the body of the document.

**Headings**

Headings are not headers. Headings are short statements signaling what comes next in the text. They can be as short as “Statement of Facts” and “Analysis.” They can be causes of action like “Battery” and “Assault.” Point headings are simply headings that state the point more completely, but still briefly. Persuasive point headings highlight your argument and tell the court what you want it to do: “This Court should grant summary judgment because no evidence shows the hospital was motivated to provide a disparate medical screening to the plaintiff.”

Because headings are prominent visual cues to your reader, they should be perfect. Some spell checkers don’t work on text presented in all caps, so the heading “ANALYSIS” passes with flying colors, even though it’s embarrassingly wrong.

Headings also help your reader follow your analysis, so the various parts should be presented in the same font and with
consistent outline numbering. If you underline Statement of Facts, then underline other major headings like Analysis and Conclusion. If Assault is “A” in a list, then Battery should be “B,” not “2.” Use bold, all caps, and font size consistently.

Headings should have text underneath them. In other words, they should not appear all alone at the bottom of the page. Maybe that’s old-fashioned of me. But it just doesn’t look professional.

Quick fixes: (1) Print the document. Read through only the headings, ignoring your brilliant prose just beneath. (2) Read the headings aloud to ensure they are spelled correctly and grammatically accurate. (3) Consider starting with the last heading and moving toward the beginning of the document; taking headings out of context can help you find spelling and grammar errors. (4) Also read the headings as an outline of your document. Here, you’ll be reading them in order. You might also read all the headings at one level, skipping any subheadings. Then go back to read subheadings, ensuring that they follow consistent font and spacing. (5) Look at the bottom of each page for any dangling headings.

Concluding (and Printing)

Note that several quick fixes suggest printing documents. While I’m often tempted to proof online, careful proofreaders tell me that they still print for the most careful editing. It might add a few seconds to your last step, but avoiding professional embarrassment might make those seconds a valuable investment.

Suzanne 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

1. Shout out to the National Association of Legal Assistant Professionals of Portland.
Celebrating Oregon Lawyers

A Better Bar
2023 OSB Annual Awards

Pro Bono Pros
Challenge Winners

Defender on the Coast
50-Year Member Stephen Lovejoy

Building Community
in Jackson County
40-Year Member Debra Lee
Every October, we highlight the incredible contributions made by some of Oregon’s finest attorneys. The annual Oregon State Bar Awards showcase the positive impact these attorneys have made on the public and in their professional community.

All of these winners will be honored at the Celebrate Oregon Lawyers event taking place Wednesday, Oct. 25, 2023, at the Sentinel in Portland. Before the event, take some time to see the tremendous work done by your colleagues by reading their following short profiles.

--- Award of Merit ---
Liani Reeves

For outstanding contributions to the bench, the bar and the community at large while exhibiting the highest standards of professionalism.

Finding and building a sense of community has been an enduring theme throughout Liani Reeves’ life and career. As an adoptee from South Korea to a white family in upstate New York, Reeves always felt love at home but hostility outside of it. This animosity only intensified with the family’s move to Coos Bay when she was 12. She spent her teenage years yearning for a sense of belonging as classmates bullied and harassed her for not looking like them.

“Growing up as an adoptee, and as a person of color in dominant spaces, I felt like I didn’t belong in most places,” says Reeves, this year’s winner of the Oregon State Bar’s highest honor — the Award of Merit. “Finding and building community is really important to me. Most of my volunteer work has been in spaces where we can build an inclusive community where people feel like they have a place where they belong.”

Reeves graduated from North Bend High School in 1994, left the coast and settled in Salem, first for undergrad at Willamette University, then earned her law degree there in 2001. And while her experiences and personal relationships throughout law school established a sense of community, Reeves understands it is an evolution. Graduating and entering the professional world didn’t end her journey toward community, it only enhanced it.
As a lawyer, Reeves has spent more than 20 years working with public, private and nonprofit clients. Before entering private practice, she spent over a decade at the Oregon Department of Justice and worked as the chief legal advisor for the Office of the Governor. In private practice, she was a shareholder and president of Bullard Law. She recently joined Miller Nash as a partner, where she will continue to focus on employment and education law.

Oregon’s legal field, especially in the early-2000s, still was primarily dominated by white males. Reeves understood the importance of representation to change the idea of what a lawyer is supposed to look like, while also continuing to clear the path for the next generation of attorneys. It’s why she’s spent eight years as the co-chair of the Oregon Minority Lawyers Association and is the former president of the Oregon Asian Pacific American Bar Association, as well as being part of the Oregon State Bar’s House of Delegates and Board of Governors. Representation matters.

“I’m an orphan, I’m an immigrant, I’m a woman and I’m a person of color. None of these things may reflect what people think lawyers look like, but I am a lawyer,” Reeves said in a January 2020 Bulletin profile about her. “For other people who don’t look or feel like the traditional image of a lawyer, I want them to know there is a place for them, and times are changing.”

Ralph Gzik, the former chair of the Oregon New Lawyers Division, has been impressed with Reeves’ efforts for a more inclusive bar.

“Ms. Reeves has devoted significant time to serving on the Oregon State Bar Board of Governors, mentoring new and young lawyers, advancing mental health initiatives for members of the bar and advocating on behalf of marginalized communities and other historically underrepresented groups,” Gzik says.

Despite the tremendous number of hours she already was volunteering through the bar, Reeves saw another opportunity to change another “traditional image” — this time as bar president in 2020 when she became the first woman of color to serve in this role.

Her year-long term as OSB president spanned the entirety of 2020, which may have been the most challenging year to lead. Reeves had to virtually navigate the bar through the COVID pandemic while our state also dealt with social unrest and devastating wildfires.

“My service looked much different than my predecessors and I think my authentic leadership style suited me well for leading the
bar through that time,” Reeves says. “I was able to reach the membership and build community by sharing my genuine experiences – the good, the bad and the ugly — dealing with all the issues of 2020.”

The evolution of community building continues for Reeves, but earning this high distinction from the bar shows just how far her sense of belonging within Oregon’s legal field has come.

“Being selected for the Award of Merit is an extreme honor for me,” she says. “It is a symbolic and real acknowledgement that I have found a community in the Oregon State Bar, and I hope shows that other people who come from underrepresented backgrounds can find the same.”

— Michael Austin

— President’s Special Award —

of Appreciation

Kendra Matthews

Kendra Matthews has always been about the team. She’s played several sports since childhood. She’s had inspirational role models, such as her mother. And, she also thinks back to learning the Golden Rule when she joined Brownies in the first grade.

“Do unto others as you would have them do unto you,” says Matthews. “I’m a concrete thinker, so I just took that advice as I moved through my life.”

Most likely, Matthews’ unwavering team spirit is a mix of nature and nurture. Undeniably, it has guided her career as a lawyer as much as it did her childhood in Colorado. Matthews balances an exhaustive list of volunteer roles, from serving on the executive committee of the Gus J. Solomon Inn of Court to co-chair of the Women’s White Collar Defense Association’s Oregon-Idaho chapter and previous leadership roles with Oregon Women Lawyers, including president. As last year’s chair of the Board of Bar Examiners and a member of the Licensure Pathways Development Committee (LPDC), she is helping to revolutionize the way lawyers are licensed to practice and create a stronger, more equitable bar. But for Matthews, it’s never about titles.

“(Listing Matthews’ volunteer efforts) does not reflect how generously Kendra gives of herself in each of the roles she has assumed,” says Kristen Tranetzki, an attorney at Angeli Law and a colleague of Matthews. “For her, participation is not just a resume builder or box to check off; she contributes fully and thoughtfully in each position of service.”

Still, if one were looking for proof of Matthews’ commitment to her work, the length of time she’s dedicated to each organization she serves isn’t a bad place to start. Matthews was a member of the Gus J. Solomon Inn of Court for 16 years before she accepted the role of president. She’s volunteered with the American Civil Liberties Union of Oregon Lawyers’ Committee and Oregon Women lawyers for over a decade each, and the Oregon Criminal Defense Lawyers Association for more than two decades. Matthews has worked at the same firm for her entire career, first as an associate when the firm was called Ransom Blackman, and now as a partner under the name Boise Matthews Donegan.

Before the pandemic, Judge Angela Franco Lucero asked Matthews to help grade bar exams. At the time, Matthews hadn’t put much thought into the bar’s admission process. But she knew that she and Lucero both cared about increasing equity in the profession and enjoyed working together, so she agreed. That seemingly small decision eventually led Matthews to become enmeshed in conversations about how to improve the bar’s licensure process.

In 2019, Matthews joined OSB’s Board of Bar Examiners, and a year later, the Alternatives to the Exam Task Force (ATE). Convened by Chief Justice Martha Walters, the ATE was charged with answering a groundbreaking question: Should the Oregon State Bar offer more than one type of exam for admitting lawyers?

Critics of the traditional, written bar exam argue that it’s a test of resources rather than a test of skills, and as such, leads to “false negatives” — people who fail the exam for reasons that have nothing to do with their fitness to practice, such as an inability afford a test prep class or to take time away from work and family to study. Ultimately, the ATE recommended that, in addition to a written exam, the bar adopt two novel exams: the Oregon Experiential Portfolio Examination, which will involve first-hand training during law school, and the Supervised Practice Portfolio Examination, which resembles a graded apprenticeship. In January 2022, the Oregon Supreme Court approved the recommendation “in concept,” and tasked the LPDC with creating the regulatory framework.

Never one to accept symbolic roles or titles, Matthews has recently stepped back from some of her other volunteer positions due to her workload with the LPDC and the Board of Bar Examiners. Thanks to the efforts of Matthews and her fellow committee members, Oregon is now a leader in addressing a longstanding, national equity issue within the legal field. Propelled only by a desire to provide help where it’s needed, in just a few years, Matthews has gone from barely aware of conversations about alternatives to a traditional bar exam to an expert at the forefront of change.

Characteristically, Matthews chooses a rather humble metaphor to describe her involvement with such a groundbreaking project.
“It’s like seeing a piece of trash on the ground,” she says, “We all walk around and don’t see things, but when you do see it, you have to stop and pick it up.”

— Shannon Gormley

Wallace P. Carson Jr. Award for Judicial Excellence

Justice Thomas Balmer

For significant contributions to the judicial system by a current or retired state court judge or federal judge who is a model of professionalism, integrity and judicial independence.

Waking up on a mat in a Goose Hollow shelter, Justice Thomas Balmer would rouse the other families, serve breakfast, help them start their days and then head off to serve as chief justice of the Oregon Supreme Court. When Path Home, a nonprofit working with families with children who are experiencing homelessness, needed an on-call overnight host, they’d sometimes call Balmer with just a couple hours’ notice.

And while this may not speak directly to Balmer’s judicial excellence, it shows a compassion and caring for his fellow residents that every judge inherently needs to serve the community.

“We are individuals who live in communities — local and global — with others, and I can think of no moral or religious obligation more important than helping other people,” Balmer says about his volunteering through Path Home (formerly Goose Hollow Family Shelter). “We spent many hours with members of our community whom we were unlikely to have met otherwise — reading to a child so a mother could take a shower, going out at midnight for baby Tylenol, listening to a family’s hopes for an apartment and worries about their kids’ education.”

That concern for others made its way to Balmer’s time on the bench, where he was appointed to the Oregon Supreme Court in 2001 after a career in private practice and as deputy attorney general for the Oregon Department of Justice. From 2012-18, Balmer served as chief justice, then opted to step away from chief duties while remaining on the court until his retirement at the end of 2022.

Known for his carefully crafted and clear judicial opinions, Balmer is recognized for guiding critical Oregon legal discussions for more than two decades.

“As a jurist, Tom has written on important legal questions for Oregon, from the scope of cell phone privacy protections ... to due process in administrative hearings ... to the use of expert opinions in tort cases,” explains current Chief Justice Meagan A. Flynn. “The opinions that he has authored have been clear and well-reasoned, and his careful editorial suggestions on opinions by other justices helped improve clarity and reasoning for the entire court.”

Flynn adds that beyond his intricate legal perspectives, Balmer also focused on uplifting all voices to make for a better judiciary.

“In 2016, he established the Oregon Supreme Court Council on Inclusion and Fairness, which brings together representatives from numerous court stakeholder groups to advise the chief justice on matters of systemic racial, ethnic and gender bias in the Oregon Judicial Department,” Flynn says. “And when the women members of the Supreme Court briefly outnumbered the men by 5-2, Tom was an enthusiastic and vocal supporter of that shift.”

With other accomplishments too numerous to mention, several people who nominated Balmer for this award applauded his leadership in the implementation of e-filing in state trial courts, as well as his major role in the significant upgrades to the historic Oregon Supreme Court building in Salem.

Balmer has been a longtime supporter of the Campaign for Equal Justice and joined the CEJ’s 2014 Task Force on Legal Aid Funding, which brought together members of Oregon’s Legislature, the attorney general, the secretary of state, Oregon’s legal aid programs, partner organizations and foundations, and the corporate community to address the civil legal funding crisis in Oregon.

Balmer also advocates for civic engagement. He served on the Board of Directors for the Civics Learning Project (formerly the Classroom Law Project) for 20 years, including being honored with the group’s Legal Citizen of the Year in 2016.

Add it all up, and it’s hard to argue Balmer has led a successful career ... well, unless you ask Balmer himself, who, as expected, provides deeper introspection about what makes someone successful.

“‘Successful’ is sort of a loaded term,” he says. “A successful judge has to be a person who is interested in and gets along with others — colleagues, lawyers, parties — but who also is willing to make decisions that others, including close friends, may disagree with.

“A successful judge needs to be comfortable with uncertainty and ambiguity. Judges have to decide cases even when the ‘right’ result — or even when simply the ‘better’ result — is not obvious. Yet judges, unlike legislators or executive branch officials, can’t put off or defer or avoid making a decision. What we can hope for from good judges is a sense of humility about the decisions they make and
an understanding, in the words of Judge Learned Hand, that ‘the spirit of liberty is the spirit that is not too sure that it is right ... and remembers that not even a sparrow falls to earth unheeded.’”

— Michael Austin

**President’s Diversity & Inclusion Award**

Ron Cheng; Shiau Yen Chin-Dennis

*For significant contributions to the goal of increasing minority representation in the legal profession in Oregon through progressive employment efforts, innovative recruitment and retention programs, advocacy or other significant efforts.*

Ron Cheng knows what it’s like to be an outsider and vulnerable. It’s part of the reason why he’s worked so hard to ensure others don’t have to endure the same. Born in Oregon, but raised in Taiwan and eventually West Virginia, Cheng’s early experiences paved the way for his positive impact on the Oregon law community.

In the April 2022 *Bulletin*, Cheng describes a particularly troubling bullying situation from his time as a teenager in West Virginia that led him to understand the difference a lawyer can make in someone’s life. A lawyer gave her time to Cheng’s family to advocate and protect their son.

“The bully was expelled from school and the school became more proactive in preventing bullying,” Cheng explains in the previous *Bulletin* profile. “I didn’t understand it all back then, but knowing that a lawyer was able to make such an impact and command respect, and using that respect to protect the vulnerable, has had a lasting impact on me.”

Cheng moved back to Oregon in 2011 to attend Lewis & Clark Law School. He’s remained here and currently heads Cheng Law in Portland. Cheng generously has given his time as a mentor with Portland State University and many students from the three Oregon law schools. He is a frequent volunteer and speaker with the OSB’s Opportunities for Law in Oregon (OLIO) program. He’s also the future chair of the Oregon Trial Lawyers Association Minority Caucus and has been an OSB House of Delegates member from Region 5 since 2019. Beyond professional volunteering, he’s helped the Chinese American Citizen’s Alliance, the Asian American Youth Leadership Conference and has served as a mock trial coach for Jefferson High School.

“Ron’s dedication to helping the diverse community also extends to pro bono work,” says Ethan Paek, who initially had a mentorship with Cheng through OAPABA, then was hired by Cheng as a law clerk and now associate. “Ron has taken so many pro bono cases during my time at the office with a focus of helping people of color and those with low socio-economic status. I have seen him help those from the BIPOC community and I’m surprised he doesn’t report any of these hours.”

Cheng’s selfless spirit in providing pro bono work, volunteering and mentoring have earned him numerous recognitions in addition to this year’s President’s Diversity & Inclusion Award. He’s previously earned the Lewis & Clark Law School’s Outstanding Mentor Award, the Lewis & Clark Distinguished Alumni Community Spirit Award and the Public Service Award through the OSB’s Oregon New Lawyers Division.

But Cheng isn’t driven by accolades or acknowledgements; he simply wants to give back to the place he calls home.

“Growing up, my parents would tell me stories about their fond memories here and how the people in Oregon were friendly and welcoming,” Cheng explains. “My experience is similar. The Oregon legal community always welcomed me and gave me the opportunity to succeed. I have a community here and I have every intention of planting my roots even deeper, giving back and shaping the future of this place I call home.”

Now, he’s the one being recognized through this President’s Diversity & Inclusion Award. Cheng is honored and proud, he says, but knows he did not get here on his own.

“It’s important to acknowledge that I stand on the shoulders of giants,” Cheng says. “Oregon’s diverse community is growing and there is still a lot of work to do, but I would not be here today without all of our leaders promoting diverse attorneys and including others at the table. This honor is a reminder that it’s our responsibility to shoulder the next generation of lawyers and lift them up closer to the goals of a more diverse and inclusive legal community.”

Shiau Yen Chin-Dennis is the managing partner of the Portland office for K&L Gates. In this role, she serves on a 15-member Global Management Committee and on the firm’s Diversity Committee.

Fluent in five languages, she was pushed to be a high achiever as a student, but as a woman in Asia, she was discouraged from using her voice.

“Growing up in the Asian culture, you don’t talk about yourself and you don’t showcase all your achievements,” Chin-Dennis told the *Bulletin* in the February/March 2020 issue for the article entitled “I’ve Broken Many Ceilings.” “As a child, I couldn’t speak unless spoken to. As a woman, I was not allowed to have a voice.”
Lucky for the Oregon legal community, Chin-Dennis found her voice and has used it to lift others. And if she wanted to boast about her achievements, it might take some time. Chin-Dennis has been honored as CEO of the year in 2022 by the Portland Business Journal, with the Patriot Award from the U.S. Office of the Secretary of Defense in 2019, with the Leadership Award from API Forward in 2019, as a Woman of Vision by the Daily Journal of Commerce in 2016 and as a Woman of Influence by the Portland Business Journal in the same year. Now, she is a President’s Diversity & Inclusion Award recipient from the Oregon State Bar.

“I am honored to be recognized by the Oregon State Bar for my diversity and inclusion efforts. I have been able to share and inspire others with my journey and provide mentoring and opportunities to support them on their journeys,” she says.

Chin-Dennis’ journey began in Malaysia before moving as a teenager to the small, rural Alabama mill town of Sylacauga to begin her family’s life in America and help a family member with her Chinese restaurant. She experienced racism and avoidance from her fellow classmates, first in high school, then at Auburn University, where she “learned to make my own friends” by starting the German Club and the International Business Club.

By 1998, she graduated from North Carolina State with her master’s degree and was working as the business director, then executive director, of the World Trade Center in Raleigh, North Carolina, which started Chin-Dennis’ career in economic development and international relations. After a few years seeking her next professional steps, she shifted gears and attended law school, graduating from Campbell University’s Norman Aidan Wiggins School of Law with a JD/MBA.

Chin-Dennis spent several years in the legal department at SAS Institute, a global AI software company in Cary, North Carolina. In 2011, she was recruited by K&L Gates in Portland as a senior associate for her international and cross-border legal experience. Her impact was immediate and sustained. She was named an equity partner within two years, promoted to managing partner in 2019 and appointed to the firm’s Management Committee in 2022. Under Chin-Dennis’ leadership, K&L Gates was named the most diverse law firm by the Portland Business Journal in 2017 and 2020, as well as awarded the 2023 Civil Rights Champion Award and the 2020 Diversity and Inclusion Award from the League of Minority Voters.

“Shiau Yen Chin-Dennis’ influence extends far beyond her immediate professional and community circles. She has actively participated in and held leadership positions in various legal associations and organizations, consistently working toward the advancement of the legal profession,” says Brendan Gutierrez McDonnell, who served as the firm’s managing partner in Portland prior to Chin-Dennis. “Her involvement in these initiatives has resulted in positive change, promoting diversity, inclusivity and ethical practices within the legal field.”

Chin-Dennis continues to lead through her actions. She’s the co-founder, board member and president of the Asian Pacific Islander Chamber of Commerce of Oregon. She was the former chair of the Oregon District Export Council (DEC), the second woman to chair the DEC after Representative Val Hoyle and has been reappointed as a DEC member by the U.S. Secretary of Commerce. She also is a founding member and advisory council member of the Women’s Leadership Alliance of Greater Portland and Southwest Washington, and one of the co-founders of the Women’s Leadership Council for the Japan-America Society of Oregon.

“I have made Oregon home and am fortunate to have built a successful career here,” Chin-Dennis says. “For Oregon and the Oregon State Bar to grow, we need to continue to attract (diverse) talents and give them opportunity to shine.”

— Michael Austin

President’s Membership Service Award — Andrea Anderly; Danny Lang; Valerie Sasaki

For significant contributions to other lawyers through efforts involving Continuing Legal Education programs or publications; committees, sections, boards or the bar’s legislative/public affairs process; or similar activities through local bar associations or other law-related groups.

No other current member of the Oregon State Bar comes close to mentoring the number of new lawyers as has Andrea J. Anderly.

According to Catherine Petrecca, who manages the OSB New Lawyer Mentoring Program, a handful of bar members have mentored more colleagues than Anderly, such as a managing partner of a firm mentoring employees or a public-defense office manager mentoring newly hired public defenders. But Anderly has mentored more “unconnected new lawyers” than anyone.

Anderly explains her motivation matter-of-factly. “People did it for me,” she says. “I got some really good mentoring at the beginning.” Established attorneys offered her help and were willing to share their experience, and she sees her returning the favor as her way of paying it forward.

“It’s gratifying and really exciting working with people who are not only smart, but also they’re innovative. They bring such good,
positive energy, and I want to see whatever I can do to provide a base to enable them to represent people in Oregon with integrity."

Born and raised in Pendleton, Anderly earned a bachelor’s degree in political science from the University of Oregon, then obtained a teaching certificate, started a family and taught school in Damascus. After entering law school at age 35, Anderly went on to earn her juris doctorate from Lewis & Clark Law School, then worked for a few years in a general practice in West Linn. The variety of cases she handled there helped her gain a solid base for opening a solo practice mostly devoted to family law and, later, to mediation.

When the financial meltdown happened in 2008, graduates coming out of law school were struggling to find employment, she notes. That situation prompted her to become one of the first volunteer mentors in the mandatory New Lawyer Mentoring Program, created in 2011. She has mentored a new lawyer every year since then.

In addition to serving as a volunteer mentor for the past 11 years, Anderly has long been involved in bar programs. She served on the initial New Lawyer Mentoring Program Task Force that created the contours of the program, as well as on the initial NLMP Committee. She served for two terms on the OSB Loan Repayment Assistance Program Advisory Committee. She also was a member of the Diversity Section Executive Committee from 2006 to 2014, chairing it in 2010 and in 2012.

"I can think of few more significant contributions to other lawyers than personally ensuring that as many lawyers as possible are offered one-on-one guidance on elements of a highly competent practice, while promoting the professionalism, civility and collegiality that make Oregon one of the best places in the country to practice law, a specified requirement of the mentorship program," adds Petrecca.

Attorneys Anderly has helped readily voiced their appreciation for her guidance.

"Andrea will never know the extent of the impact she had on my legal career," says Whitney Kenner Jones, who was admitted to the OSB in 2015. "Words cannot express my gratitude for her, not only based on the time and attention she gave me as a new lawyer but for the years of support she has provided me long after I finished the program. She takes her commitment to mentorship very seriously, and it did not end the day she signed my New Lawyer Mentor Completion documents. When I’ve had questions, she exuded patience; when I was stressed, she showed compassion; and when I succeeded, she shared in my celebrations. I am forever indebted to her and I will never forget her selfless sacrifice in helping me."

Anderly is “never judgmental,” and represents the ideal type of mentor new attorneys need, says Andrew Jenkins, a lawyer with Precision Estate Planning & Elder Law.

“She is kind and patient and provides a safe space for new lawyers to ask questions they may be too embarrassed to ask otherwise. She helped me transition from an anxious new admittee hanging up a shingle to feeling comfortable and able to produce my best work. She clearly has put her heart and soul into helping the next generation of Oregon lawyers.”

— Cliff Collins

Danny Lang has dedicated his life to the law, serving as a litigator in Douglas County for more than 40 years. And while fulfilling obligations to clients for four decades would be more than enough for most attorneys, Lang sees his role as a member of the Oregon State Bar as someone who has a professional duty to the public. This is why he’s been so generous in giving his time.

Among the things he does, Lang keeps his practice open every Saturday knowing not everyone can access legal services Monday through Friday during business hours.

“This is for the benefit of the 80% in need of legal services not to be forced to leave work to attend appointments only available during the standard Monday-through-Friday work week,” Lang explains. “I also provide free consultations to members of the public, even with the knowledge that the subject matter would result in a referral to another law firm.”

He’s also been a huge proponent of researching new ways for people to access the justice system, most notably through pushing for paralegal services in his area of Oregon.

“Taking a cue from the medical profession with nurse practitioners and physician’s assistants providing limited care at a lower cost, I approached the president of Umpqua Community College with a proposal that the college should create a paralegal studies program,” Lang says of a project he started in 2002. It took five years but finally an informal opinion survey came back reporting that there were more positions available for paralegals in Douglas County (than expected) based upon openings in the county courts, municipal governments, insurance companies, real estate brokerage firms and other entities, such as power, water and communication-based utilities.

By 2007, UCC created programs for a paralegal certificate and paralegal degree. This was done at an initial cost of $300,000 and a hope that at least 15 students would enroll, according to Lang.

President’s Membership Award: Andrea Anderly
Photo by Jaime Valdez.

Danny Lang
“Instead, approximately 75 people applied or enrolled,” Lang reports, adding that the UCC programs are entirely online, which allowed them to flourish several years later during COVID.

This spurred Lang, as a delegate for Region 3 of the OSB’s House of Delegates in 2013, to present a proposed resolution to the HOD recommending the OSB Board of Governors consider and study the licensing of paralegals. While his 2013 HOD-proposed resolution didn’t pass, it did start the conversation toward the OSB considering paralegal licensing, which became a reality a decade later.

“When it became known that a substantial number of other states were initiating the licensure of paralegals, the OSB undertook the process — which was far more complex and challenging than imagined — of developing educational and experience requirements, and regulatory oversight via the Paraprofessional Licensing Implementation Committee,” says Lang, who adds he actively participated in these processes as a member of the Paraprofessional Advisory Committee. He continues to serve as vice president of the UCC Paralegal Advisory Committee.

“Danny Lang has been an energetic and collaborative volunteer for the legal profession,” states the award nomination from Ankur Doshi and Nik Chourey, general counsel and deputy general counsel, respectively, for the Oregon State Bar. “His leadership and dedication have been a sustained force for increased access to justice and quality legal services, a better bar and a more collegial connection and support for lawyers.

“With an abundant curiosity about the practice of law and a conscientious approach to legal ethics, Lang’s volunteer work for the bar has made a great impact on Oregon.”

In addition to all the work he did for paraprofessionals, Lang took part in the Oregon State Bar Leadership College and was the oldest fellow to go through the program. He eventually served as chair of the advisory board and presently serves as president of the Douglas County Bar Association and is a current ex officio HOD delegate.

“We had six all-day sessions around the state. They were powerful. We were addressing how poverty impacts all of us and the future generations, when it comes to crime, housing and discrimination,” Lang describes. “It was really a moving experience.”

Lang says he is humbled and surprised by the recognition, but wants to use this opportunity to promote more bar members being involved.

“I urge all bar members to get involved by providing volunteer service via our Oregon State Bar. Professional satisfaction from my volunteer service has been a most-rewarding experience that I hope and intend to continue.”

— Michael Austin

Valerie Sasaki has served on Oregon State Bar sections and committees for over 20 years, including chairing both the Taxation and Business Law sections, and currently chairing the Oregon Law Commission.

For Sasaki, a partner with Samuels Yoelin Kantor, a major volunteer effort of hers on that commission for the past five years has been to examine and update Oregon’s statutes regarding limited liability companies, or LLCs. This project has resulted in proposed legislation that will bring our state in line with most other Western states to make Oregon’s LLC act more efficient and responsive, says Sandy Weintraub, executive director of the Oregon Law Commission.

The bill is a step forward and received support from both sides of the aisle, which Weintraub credits to Sasaki’s persistence and dedication. “She held the group together,” he says about Sasaki hosting mostly remote meetings throughout the last three years. “She dedicates so much time to serving the state.”

The bill did, however, become a casualty of the interrupted 2023 legislative session, Weintraub says. Sasaki notes that all bills were required to be read aloud in full before being voted on, and the LLC legislation runs more than 180 pages, so could not be passed this year. Still, both Weintraub and Sasaki believe it will make it through the Legislature either in the short session next year or, more likely, in 2025.

The work involved comparing the national uniform, or model, LLC law to the particular needs of Oregon, by taking into account all the players’ points of view to tailor it be responsive to small companies in the state.

Sasaki applied her extensive experience and expertise in tax law. Raised from the age of 7 in Lake Oswego, she graduated magna cum laude from Tulane University, then earned her J.D. at the University of Oregon School of Law. During her second year, she clerked in the Oregon Department of Justice’s tax and finance group, which solidified her interest in that area. Sasaki then immediately obtained her master of laws in taxation from the University of Washington School of Law.

Before joining her current firm, Sasaki worked seven years with the large accounting firm KPMG as a tax manager, then practiced at Miller Nash. She currently chairs the taxation practice at Samuels Yoelin Kantor, which she says is “a good mix for me, because I know that what I do matters. I’m excited to go to work every day.”

Sasaki’s clients include closely held businesses, often multigenerational, on tax, business and estate planning issues. She also represents individuals and companies involved in complex audits before the Oregon or Washington Departments of Revenue, and clients in
Crawford Peacock makes sure to point out that both “Times Up Oregon” and the Oregon Women Lawyers (OWLS) have been paid for their dedication to public service, with OWLS receiving a national award for their work.

She has long been active in bar service, too. Besides serving on and chairing the OSB’s Taxation and Business Law sections and as an OSB-appointed commissioner to the Oregon Law Commission, she has spent five years on the OSB’s Tax Institute Planning Committee and has presented CLEs for the OSB’s Business Law, Tax, Real Estate and Estate Planning sections.

“My goal with bar service is that it is really incumbent on all of us to make the organization better, and to ensure that it continues to advance and serve the membership,” she says. Her objective is to “make the profession better, and also to build my connections with the bar.”

While chairing the Business Law and Taxation sections, respectively, she instituted new lawyer divisions within each of those sections. “It’s important to have mentoring” in these areas, she maintains. “The reason is that most law firms will hire only one new tax associate each year,” and those individuals might not have the opportunity for developing a mentorship relationship within that firm.

— Cliff Collins

President’s Public Service Award

Maya Crawford Peacock

For significant contributions to the public through efforts involving pro bono services; coordination of local public service law-related events, such as those associated with Law Day; service with community boards or organizations; or similar activities that benefit the public.

In her letter nominating Maya Crawford Peacock for the Oregon State Bar’s Public Service Award for 2023, Adele J. Ridenour, president of Oregon Women Lawyers (OWLS), makes the prediction that her nominee would humbly protest the receipt of this award.

“She would never seek to put herself up for an award like this,” writes Ridenour, “despite the fact that she is long overdue for recognition by her peers.”

Sure enough, Crawford Peacock, who previously served as OWLS president, tells the Bulletin, “I was so flattered when I heard about the award and honestly it was like, I don’t know that I should be getting this award because so much of my public interest work has been paid — working for Legal Aid, working for the Campaign for Equal Justice — and I’m always in awe of people who have busy and stressful jobs who take the time to volunteer and do other things.”

As for the countless hours she put into helping OWLS produce two exceptional workshops, one of which won a national award, Crawford Peacock makes sure to point out that both “Times Up Oregon: Reckoning with Sexual Harassment in Oregon’s Legal Community” and “Parenting Through a Racial Justice Lens” were the result of numerous volunteers’ efforts. Furthermore, she notes, the 2022 Public Service Award from the National Conference of Women’s Bar Associations went to the entire OWLS organization.

But Ridenour emphasizes Crawford Peacock’s value. “She helped spearhead what were two of the most influential and impactful workshops OWLS has helped to bring to Oregon’s legal community.” And the national award, writes Ridenour, was “a testament to Maya’s and other leaders within OWLS’ Working Parents Committee’s efforts.”

Previously, Crawford Peacock served as executive director for the Campaign for Equal Justice and supervising attorney for the Volunteer Lawyers Project with Legal Aid Services of Oregon, as well as the program’s statewide pro bono manager. But since January 2023, she has been employed as Oregon Governor Tina Kotek’s executive appointments director.

The job entails recruiting and vetting volunteers to serve on the some 250 boards and commissions under the governor’s authority. “I’m helping to recruit now thousands and thousands of volunteers,” says Crawford Peacock. “Sometimes I joke that now I’m just the volunteer coordinator for the State of Oregon.”

Actually, it is not much of a departure from her previous jobs. When overseeing Legal Aid’s Pro Bono Program, she recruited and trained volunteers to take poverty law cases. When she led the Campaign for Equal Justice, more than 300 volunteers were involved.

Finding volunteers who care about the community and who want to help make life better for all Oregonians has been the common thread in all her professional roles, says Crawford Peacock. She never loses sight of the impact each one of those 250 state boards and commissions has, even when their mere existence is beneath the radar of most citizens. To make sure their work is effective, Crawford Peacock seeks volunteers whose lives have been affected by the very boards or commissions on which they will serve.
“You want to empower the people who are making decisions to actually be the people whose lives are impacted,” she explains.

Everything she has done, either as a paid professional or as a volunteer, has been enacted through a lens of social justice or access to justice, says Crawford Peacock. In order to further the governor’s agenda and to carry out her own goals, she says her objective is “to train others to be thinking about things through that lens as well.”

— Susan Hauser

President’s Sustainability Award — Silvia Tanner

For significant contributions to the goal of sustainability in the legal profession in Oregon through education, advocacy and leadership in adopting sustainable business practices or other significant efforts.

Three events coincided in the year 2020: Silvia Tanner’s hiring by the Multnomah County Office of Sustainability, the COVID-19 lockdown and Tanner’s opportunity to work on seeking energy and climate justice for all. When she learned in the summer of 2023 that she had won the OSB Sustainability Award for helping the disadvantaged maintain access to electricity and gas, “I cried like a baby when I read the nomination,” she says.

Those were tears of joy that her work was recognized, she says, but her happiness was compounded by the realization that recognition would likely lead to educating more people about energy and climate justice.

“It’s special because I get to have this conversation about something that’s so important in this moment in time that many people have never heard about,” she says.

As an economist and a lawyer who had previously worked as director of transmission and markets for a regional nonprofit, Tanner was trained in a more traditional view of energy policy before she took her job as the county’s senior energy policy and legal analyst. What changed her outlook?

“Honestly, it was community, it was people,” says Tanner.

As an immigrant from Colombia who came to the U.S. in 2005, she couldn’t help but notice when more people of color and immigrants began showing up for public hearings on energy matters and adding their concerns. Many of those concerns were not usually acknowledged in traditional energy forums.

“So I think, OK, this is the first time I’ve been in a room where there are more people like me,” Tanner recalls. “There’s got to be something to this because this is what people in the community are saying and I want to hear it. I want to hear what people who look like me are saying right now, that I haven’t heard spoken in other rooms.”

She began to join conversations with other women of color who educated her about energy equity and overlooked injustices that could put the lives of low-income energy customers at risk. Now, she says, “That to me is a public health issue. Access to energy can be literally life or death.”

As a result of her work with a coalition of energy justice advocates, the Public Utility Commission (PUC) changed their policies around utility disconnection to incorporate equity and energy justice principles. For example, during the pandemic, when many people were out of work and some immigrant families could not access government support, a moratorium on disconnecting power and gas was declared. It lasted through July 2021, likely saving lives during the June 2021 heat dome and the previous harsh winter.

According to Nikita Daryanani, the climate and energy policy manager for Coalition of Communities of Color, Tanner is widely known as “a significant catalyst for change.” Citing Tanner’s work on changing PUC policies, as well as in helping to implement the Energy Affordability Act that protects low-income customers, Daryanani added her positive remarks to the Sustainability Award nomination set forth by both OWLS and the Oregon Hispanic Bar Association.

Tanner says she was delighted to receive the award, partly because it was a rare intersection of her legal work and her energy work. “It was this moment where my worlds touched each other, which doesn’t happen very often.”

And rest assured, her energy work will continue, as will opportunities for her to open other people to a new perspective on a vital issue.

“I love this work,” said Tanner. “Honestly, I get to work with the coolest people. They bring these perspectives that I wouldn’t have ever thought about.”

— Susan Hauser
In the first episode of 40 Futures, law and tech journalist Jason Tashea’s speculative fiction podcast, a parolee named Jeff notices that the blueberries in his cereal are completely tasteless. At first, Jeff assumes that it’s the result of industrial farming: As with tomatoes and avocados, the flavor must’ve been bred out of blueberries. But as the story unfolds, the cause is revealed to be much stranger. In the not-so-far-off future that Tashea has imagined, parolees have microchips implanted into their brains. If they miss a requirement of their parole, instead of receiving jail time, the chip temporarily cuts off one of their senses as punishment.

40 Futures resembles a law-focused, podcast version of Black Mirror. In each of the first 10 episodes, Tashea reads an original tech-gone-wrong story, followed by a sort of talkback in which Tashea cites the real-world inspiration for it. But unlike the dystopian Netflix series, Tashea’s short stories are heavily researched, and though nearly as unsettling, much less sensationalist. Last June, a little over a year after Tashea kicked off 40 Futures with “Tasteless,” Elon Musk’s brain implant company Neuralink received FDA approval for human testing. In the analysis following “Tasteless,” Tashea mentions that the use of solitary confinement gives him “wide breath to what types of terrible things system actors can do to people in these speculative stories.”

That ends up being a major takeaway from 40 Futures: Each episode deals with ethical issues already playing out in our criminal justice system. “I think most of these are pretty close, if we’re not doing it already,” he says about the scenarios in 40 Futures’ first 10 episodes. “The pieces are there.”
After earning his J.D. from the University of Oregon in 2012, Tashea began his legal career working toward juvenile justice reform. Over the years, he’s found his niche in the intersection of tech, data and the legal field. He’s explored the topic as a journalist, speaker, adjunct law professor and consultant to the World Bank. In addition to 40 Futures, he publishes the Justice Tech Download, a newsletter that highlights news, events and jobs.

The way Tashea sees it, technology isn’t inherently good or evil. It’s a tool, and like any tool, it can either be used well or poorly. To help build a future in which technology facilitates and doesn’t hinder justice, Tashea recently founded Georgetown Law’s Judicial Innovation Fellowship (JIF). The program pairs tech and design professionals with courts across the country. The inaugural cohort began work last month with courts in Utah, Kansas and Tennessee.

Though strengthening cybersecurity is a goal of the program, much of JIF’s work is more ordinary than fending off malicious, high-tech hackers like one who infiltrates court data in an episode of 40 Futures. The fellows are working to make courts more accessible, whether by redesigning the institution’s website or simply installing better signage. Tashea believes those small changes could have large implications. Courts’ web and physical layouts are often designed by and for legal professionals, even though the majority of civil litigants are self-represented. Tashea describes JIF’s work as designing courts “with, not for” members of the public.

“(Self-represented litigants) are trying to navigate this Byzantine system that wasn’t built for them as best as they can. We need to be getting their feedback and perspective,” he says. “There’s so much at stake for our democracy if we’re not investing in our courts in a way that makes them more trustworthy. That starts with something as simple as a useable website — can they find the forms that they need, can they find the information they need?”

Launching JIF hasn’t given Tashea much time to write season two of 40 Futures. Still, he’s been working on new episodes, which will likely focus on climate change, when he can. Severe heat is linked to an increase in crime. Every summer now seems to be producing record-setting heat. What does that mean for our understanding of culpability?

As dark as some of the episodes are, 40 Futures isn’t intended as a scare tactic. By confronting present miscarriages of justice, Tashea sees a better future.

“We’re in this moment of rethinking the science that we’re using and rectifying old mistakes,” he says. “I think that’s probably a good time to also be thinking about the new mistakes that we’re going to be making in similar ways with more complex technology.”

— Shannon Gormley
OSB Annual Awards

— President’s Public Leadership Award —

Mateo Hermida

For significant contributions by someone who is not a member of the OSB in any of the other areas covered by the president’s awards to bar members.

Mateo Hermida was just 5 years old when he and his family left their native Colombia to seek a better and safer life in the United States. It was the early 2000s, when Colombia was considered one of the most dangerous places on Earth. Speaking no English and never quite sure if they might face deportation from Framingham, Massachusetts, where they first made their home, the family struggled with fears and uncertainties until achieving lawful status about two years later.

Hermida recognized those same fears and uncertainties in his clients at Legal Aid Services of Oregon (LASO), where he served for three years as a housing law paralegal and outreach worker. For his work there, as a bilingual specialist helping members of BIPOC and non-English-speaking communities, Hermida is the 2023 winner of the President’s Public Leadership Award.

Typically, the clients he served through LASO were facing eviction, displacement, housing discrimination or unsafe living conditions. Although limited by his paralegal status, Hermida communicated with landlords on behalf of tenants to address housing concerns, including writing letters, making phone calls and filling out and filing BOLI complaints. He also worked with community organizations to streamline referrals to free lawyers for tenants facing housing concerns, as well helping culturally specific organizations to disseminate legal information to tenants from historically marginalized communities about their rights and obligations.

“He is an extraordinarily skilled and compassionate advocate and human being,” writes Julia Olsen, the former regional director of LASO’s Portland Regional Office in her nomination of Hermida. “He is a highly valued member of the Oregon Legal community.” Hermida was also nominated by the Oregon Hispanic Bar Association.
Hermida’s experience working with LASO clients cemented his desire to become a lawyer himself. In the summer of 2022, he left his job at LASO and entered the University of Oregon School of Law, focusing on public interest law.

“I certainly know that I want to continue to work within the realm of free legal services serving historically marginalized communities, underserved communities and folks living in poverty,” says Hermida. “And I think that’s due in large part to my family’s experiences.

“I’m in law school now and that’s because of the work I was able to do at Legal Aid. I truly loved it and want to continue doing that kind of work.”

When he was 16, Hermida and his family moved from Florida to Tualatin. After finishing high school there, he entered University of Oregon, where he majored in political science. In 2018, he graduated magna cum laude with membership in Phi Beta Kappa.

He acknowledges with a chuckle that he was indeed a top student, noting, “It’s very common for immigrant children to say they owe it to their parents to do well academically. I recognized their great sacrifices and struggles.”

After graduating from college, he landed a job with the Portland Trail Blazers. For about 10 months, he worked as a social responsibility intern. That meant he collaborated with community organizations to set up a fundraising 50-50 raffle held at each home game. Money raised was split between the winning fan and the Trail Blazers Foundation. The foundation would in turn split its take with that game’s community partner.

Hermida did get to rub shoulders with team players as well. He proudly recalls that he translated for Damian Lillard when he wanted to converse with a Spanish-speaking family during a team visit to OHSU Doernbecher Children’s Hospital.

But more importantly, says Hermida, the job with the Blazers helped steer him onto his career path. “That was another motivator for me to go into public service, working with those community organizations,” he says.

— Susan Hauser

— Edwin J. Peterson —

Professionalism Award

Lisa Hay

Presented by the Oregon Bench and Bar Commission on Professionalism for consistently demonstrating integrity, honesty and a willingness to comply with the rules of the court, with the highest ethical standards and with the professional standards stated in the OSB Statement of Professionalism.

After more than two decades as a public defender, Lisa Hay is somewhat surprised to receive a professionalism award.

“We’re contrarians,” says Hay of public defenders. “We’re fighters. Our loyalty is to our client, and we’re not there to make anyone’s job easier. Sometimes people think that’s not professional.”

OSB Annual Awards

Congratulations

Each year, based on nominations from members and the public, the Oregon State Bar honors those who have made outstanding contributions to the community and the profession. The Professionalism Commission recognizes an attorney who exemplifies honesty and integrity. Finally, the annual Pro Bono Challenge recognizes the lawyers and law firms who reported the most time providing direct pro bono legal services.

The OSB will host a reception honoring these individuals on Wednesday, Oct. 25, 2023, from 5–7 p.m. at the Sentinel Hotel in Portland. Visit the website for more information and a registration link: osbar.org

OSB Award of Merit
Liani Reeves

Wallace P. Carson Jr. Award for Judicial Excellence
Justice Thomas Balmer

President’s Diversity & Inclusion Awards
Ron Cheng, Shiu Yen Chin-Dennis

President’s Membership Service Awards
Andrea Anderly, Danny Lang, Valerie Sasaki

President’s Public Service Award
Maya Crawford Peacock

President’s Public Leadership Award
Mateo Hermida

President’s Sustainability Award
Silvia Tanner

President’s Special Award of Appreciation
Kendra Matthews

President’s Technology & Innovation Award
Jason Tashea

The Oregon Bench & Bar Commission on Professionalism Edwin J. Peterson Professionalism Award
Lisa Hay

Pro Bono Challenge
Large Firm Award
Stoel Rives

Medium Firm Award
Barran Liebman
The Juvenile Section Executive Committee is please to present the following awards:

**Professional Advocate Award:** Elizabeth Sher of Multnomah County  
**New Advocate Award:** Paul Kim of Deschutes County

**PAUL KIM**
Paul is relatively new to the practice of juvenile law but has quickly distinguished himself. He works hard to connect with incarcerated parents and advocate for them in appropriate and well-reasoned ways. He is superb with child clients-building trust and helping them understand the dependency process. Congratulations, Paul!

**ELIZABETH SHER**
Liz has been practicing in Multnomah County juvenile court for more than 20 years. Over nearly three decades, Liz has established herself as an expert in all areas of juvenile practice and particularly in complex delinquency cases and sex offender registration hearings. Liz has also dedicated herself to mentoring new attorneys. Congratulations, Liz!

Oregon State Bar  
Juvenile Law Section  
[juvenilelaw.osbar.org/about/](juvenilelaw.osbar.org/about/)

Larkins Vacura Kayser  
[EMMA SINGER](lvklaw.com)

Emma’s experience in public service law, as a judicial clerk, and at a boutique law firm has given her a well-rounded understanding of the legal system and familiarity with a wide range of practice areas and types of clients. Her knack for synthesizing complicated legal and factual issues gives her clients confidence that their legal team is well prepared for trial, while her focus on open communication and negotiation helps her achieve favorable pre-trial settlements. We are thrilled to have Emma join our team.

**Lisa Hay**
But to those who nominated her, that commitment to fairness is exactly what makes Hay so deserving. This past summer, Hay retired after 25 years with the Federal Public Defender’s Office, including almost nine years as Oregon’s top public defender. Throughout her career, Hay has defended countless clients. She’s worked to defend the rights and dignity of inmates and the accused, from helping to overturn the life sentence of a wrongfully convicted man over two decades ago, to a case less than a year ago, in which she represented 200 current and former inmates alleging mistreatment by an Oregon federal prison.

Hay’s determination to stand up for the underdog fomented at an early age. Growing up in Washington, D.C., protests against the Vietnam War formed a backdrop for her childhood. Her parents helped form Neighbors Incorporated, one of the district’s first integrated neighborhood associations, whose members worked toward racial justice in and beyond their communities.

Hay earned her undergraduate degree in 1985 from Yale University and her J.D. from Harvard Law in 1991. While working for a private firm in Boston, she took a case that would set the trajectory for the rest of her career. When Hay joined his legal team, Arnold Ely was serving a life sentence for a crime he was accused of as a teenager. At 16, Ely had been charged with a fatal fire at his foster family’s home. Ely maintained that he was not the instigator, and that the fire was caused by another foster child. After 14 years in prison, he learned that in order to secure testimony against Ely, prosecution cut a secret deal with the foster child whom Ely claimed was responsible for the fire. Hay and her team were able to overturn the conviction. Ely was able to walk free, and Hay turned her career toward public defense.

“I really felt motivated to try to be a part of the criminal justice system and do it the right way,” she says. “I don’t think it really hit me until I started practicing how unequal the law can be for people. It motivated me to try and identify the ways that the law doesn’t take into account racial and economic disparities in the United States,
and to try to make sure — to the extent you can in an individual case — we address those disparities."

Twenty-five years later, Hay hasn’t wavered from that commitment. It’s telling that when asked about cases that were particularly meaningful to her, Hay starts listing cases that she lost. Even if her client had committed a crime, she worked to make sure their whole story was told — not just what they did, but why they did it and what it would take to prevent it from happening again.

Hay’s insistence on empathy extended to the prosecutors she went up against. It wasn’t always easy to remain congenial when fighting sentences Hay truly believed to be unjust. There were times when she sent a terse email or voicemail that she quickly regretted. But ultimately, she worked to make personal outrage — however righteous — secondary to the goal of helping her client.

“Your outrage has to be directed at the actions and events, not at the people,” says Hay. “It’s a hard thing to do, but it is just true that we’re never going to agree with every prosecutor. You don’t want your outrage about the sentence they’re recommending to make you unable to pick up the phone and call that prosecutor.”

Even though she’s retired from the Federal Public Defender’s Office, Hay hasn’t given up her life’s commitment. Only a few months into retirement, she’s establishing a nonprofit that will work with federal inmates to improve their living conditions and provide rehabilitative support. Though she’s no longer arguing cases in a courtroom, in many ways her new nonprofit is an extension of the unique approach to professionalism that has defined her career. While it’s true that standing up for your beliefs and being collegial aren’t mutually exclusive, Hay’s career proves something deeper. Simple niceties can only get you so far, but true empathy can be transformative.

Hay still keeps in touch with many of her former clients, including some who managed to turn their lives around after narrowly avoiding a prison sentence. “I think there is something to be learned there: Sometimes leniency, grace and mercy have a more positive effect than any punishment would,” she says. “This is true not just for the accused, but for all of us.”

— Shannon Gormley

Wise Law Group is pleased to announce

JENNIFER DUNN

previously of Hart Wagner, has joined the Lake Oswego firm as its newest associate attorney.

Dunn’s practice will primarily focus on medical negligence and personal injury claims. When not practicing law, Jennifer enjoys spending time with her son and twin daughters. Together, they enjoy concerts, the Marvel Universe, and traveling.

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Medium Firm: Barran Liebman

Pro bono service has been a significant part of Ed Harnden’s professional life since he began practicing in 1972 after earning his law degree at Columbia University. He started by mentoring young people in Harlem and participating in outreach to people with low incomes.

“It’s just our responsibility. Lawyers are given the right to practice law, and it’s up to us to help others who can’t afford lawyers and can’t navigate the system,” he says.

Harnden, co-managing partner at Barran Liebman, contributed the largest portion of the firm’s 409.4 pro bono service hours last year. The firm encourages its attorneys to count up to 50 hours of pro bono work toward their billable hours and fosters a culture of volunteerism.

In addition to its leaders vetting for community-minded lawyers at the hiring stage, Traci Ray, the firm’s executive director, meets with each attorney for a monthly check-in that includes a discussion of their volunteer interests. Barran Liebman also makes several charitable donations throughout the year.

“We place a high level of importance on pro bono work as it directly advances access to justice in our community,” Ray says. “Additionally, we feel that pro bono is an opportunity for our team to contribute to our society and profession, and we are deeply committed to the social responsibility of lawyering.”

Like many of his colleagues, Harnden donates his time and legal expertise to a targeted group of nonprofit organizations. His group includes the Campaign for Equal Justice, Portland Public Schools Foundation and Camp Ukandu.

He sets a personal goal of 100 to 200 pro bono hours each year. He often receives assignments from the federal court regarding Social Security Act cases, which is not
his usual practice area and provides a pleasant challenge, as well as bankruptcy, eviction and employment law cases.

“Sometimes it’s advising low income-generating companies that are really struggling, and if they go out of business a lot of people are going to lose jobs,” he explains.

Harnden acknowledges that the amount of time one is able to dedicate to pro bono work depends on the stage of their career and other commitments. However, he encourages young attorneys to begin providing pro bono service upon beginning their practice, if not during law school. He notes that pro bono service has complemented his work for decades.

“I love what I do and I love my cases, but I do think I’ve been able to stay engaged in the practice and continue to love it because of the pro bono part of it. Without that, it’s kind of just a job,” he says. “Pro bono plugs me into situations where I’m helping others and it’s a chance to step in for people who cannot afford any lawyer. We just owe them that.”

Harnden says a pro bono case early in his career is a daily reminder of what a privilege it is to handle cases for clients who have very strategic goals ... and how the needs of others can be much different than his own. He was helping at a legal clinic in Portland’s east side and a man who had an appointment didn’t show up. Harnden recalls feeling slightly perturbed as he returned to the office that Friday afternoon.

On Monday morning, the man called to apologize and explain that he didn’t have bus fare to make it to the appointment. He had since been able to get the money and offered to meet Harnden downtown. Harnden drove back out to the east side to talk with him that day.

“I have a pretty privileged life and can come and go as I please, but not everyone has that ability,” he says. “Justice is not an individual pursuit. It takes all of us and, as individual lawyers, we should all be contributing.”

Large Firm: Stoel Rives

Stoel Rives established a “Pro Bono Honor Roll” for its attorneys and paralegals who perform 50 or more hours of pro bono service, encouraging lawyers to follow their own interests, values and priorities in deciding which types of pro bono services to render and
people or groups to help. In total, the firm’s Portland lawyers devoted 4,996 hours to pro bono services last year.

For partner Rachel C. Lee, that choice was a clear one. She dedicated the bulk of her 335 pro bono hours — the most pro bono hours in the firm’s Portland office last year — to representing Mark Pettibone and other social justice protesters in their lawsuit against federal law enforcement.

Pettibone was among the protesters in Portland who in 2020 were detained by federal officers. As he described it to OPB, Pettibone claims the officers had no warrant, didn’t identify themselves, pulled his beanie over his face and drove him around in an unmarked vehicle before finally unloading him in the parking garage of the Mark O. Hatfield Federal Courthouse.

“The Pettibone case is one that I feel strongly about because the federal government needs to be held accountable and should cover those costs and recompense the victims for their injuries,” Lee says.

Lee, who also recently volunteered to help a neighborhood cultural organization manage a property tax issue, says she generally has a couple of pro bono cases on her plate each year. She was a member of the Oregon State Bar Pro Bono Honor Roll in 2017 and received Stoel Rives’ Andrew Guy Pro Bono Award in 2018 and 2021. Pro Bono Committee chair Jeremy Sacks says Lee’s involvement in the Pettibone case represents the entire firm’s values. “Rachel has an amazing ability to take on a lot of work and I can’t imagine where we’d be on Pettibone without her help.”

Sacks says each of the firm’s offices in seven states and Washington, D.C., have pro bono committees and strive to have a decentralized program so that each office can focus on local needs. Firmwide, a central theme guides each office in a collective effort.

As an example, during the height of COVID-19 the firmwide theme was “Main Street Relief” and Stoel Rives attorneys across the country helped small businesses deal with shutdowns, employment, rent and other issues caused by pandemic-related restrictions.

The firm also has focused on racial justice and is a founding member of the Law Firm Antiracism Alliance, a Washington, D.C.-based organization that facilitates pro bono work to achieve racial equity. Stoel Rives has worked with the Institute for Constitutional Advocacy and Protection, a group affiliated with Georgetown University Law Center, to help local authorities stop unauthorized “militias” from acting illegally, particularly during elections.

Stoel Rives has represented Afghan refugees who aided the U.S. during the war in Afghanistan and have come to America seeking asylum. In addition, the Portland office holds a night clinic for low-income people in connection with Legal Aid Services of Oregon, as well as assists small businesses as part of a corporate clinic at Lewis & Clark Law School.

The way Lee sees it, pro bono is a small but significant way of working to address large issues.

“Pro bono work is important to me because there are problems in our society that need to be addressed and need the skills of a lawyer. I have those skills and I want to spend my time doing it, and the firm is very supportive of it,” she says. “I can’t fix the whole world, but it’s one thing I can do.”

Melody Finnemore is a Portland-area freelance writer.
Thank you to the volunteers who gave generously of their time engaging in the legislative process to support the judiciary, improve the administration of justice and advance a more inclusive and accessible court system.

Learn more at osbar.org/pubaffairs
PRESIDENT’S MESSAGE

Award Winners Inspire, Provide an Opportunity to Gather

It’s Time to Celebrate!  By Lee Ann Donaldson

October, which means it is time to celebrate!

This edition — always my favorite of the year — honors members (or future members) of our bar who are having an outsized impact on the legal profession and its ability to meet the needs of Oregonians. Later this month, we will gather to further fete these individuals in person at the annual Celebrate Oregon Lawyers event.

I have the privilege of handing out the annual OSB President’s Awards, so I’ve been reflecting on what this month of celebration means, and why we devote our energy and resources to this endeavor. I’ve landed on a few ideas, which collectively fuel my love of this particular month in Oregon.

To Remember

The first is that we do this to remember. Most lawyers I know chose this profession with purpose and service in mind. At some point, they saw something that identified the law as a means to make the world a better place.

It could be as simple as reading a certain Harper Lee book, or as profound as having had one’s own family seek the aid of a lawyer who helped stabilize their world. But most of us saw power and grace in the law, and we wanted to use our skills for a greater good.

My origin story is twofold. First, my dad was an immigration lawyer, and at some point I connected with the beauty of what he was doing each day, which was helping people from around the world achieve their dreams. Later, as a staffer for Senator Rick Metsger, I fielded calls and letters from constituents. While sometimes I could help with red tape, it struck me how often I could not. So many people could only be helped by a lawyer. Their circumstances could be overwhelming, and all I could do was point them in the direction of the OSB’s lawyer referral service. I wanted to be able to say, “I can help you with that.” Cue the move to law school.

The award winners featured here remind me of my earliest and most idealistic notions of what it means to be a lawyer. And they pull me toward that ideal. I’m thankful to be reminded every once in a while.

To Inspire

Another purpose of this month is to inspire. I like to imagine some 2L law student reading the stories captured here, or attending the event later this month, and being moved toward action.

For all of those reading these stories who have not yet found their niche in terms of service, I promise there is a place here for you. This bar is renowned for its innovation and public impact, and all of this good work is driven by a legion of volunteers with roles big and small, and scattered throughout the state.

To Gather

Finally, we do this to come together. Living through the pandemic helped me to recognize the essential act of merely gathering. This seems a universal human need, but I wonder if it may be particularly vital for our profession.

This work can feel quite solitary at times. At other times, it is adversarial. Still others, we are putting in 70-hour work weeks, or constantly interacting with distraught clients in crisis.

Look at the crushing data on lawyers’ mental health and well-being to understand the toll this takes.

As I’ve traveled throughout Oregon this year, I’ve been struck by how many individuals in our bar are deeply engaged in the work of building a justice system that serves all Oregonians. This is often through the OSB’s dozens of volunteer roles, but just as often it is through local or affinity bars, legal services providers, legal clinics, law firm initiatives or even small individual acts of service.

To reiterate what I learned while working in a political role, we lawyers are in a unique place. Because of our training and skillset, and — importantly — because of the privilege of our law license, we are the only people equipped to help Oregonians with some of the most critical issues they may face in their lives. This bears a certain weight of responsibility.

But my goodness, it also is a gift.

The people we celebrate this month know this. They are using this place of skill and privilege to work toward a system of laws and justice that is fair and accessible to all who rely on it. If you ask any one of them, I promise they would say that far from being a burden of responsibility, this has enriched them as lawyers and as people. I am inspired.
At last year’s Celebrate Oregon Lawyers event (the first big OSB event since 2019), you could almost see the relief of being together in community. Hundreds of participants were together to talk, laugh and share in the recognition that ours is a profession of impact ... and that we are all a part of something bigger than ourselves, bigger than our law practice. To my eyes, the relief of gathering was palpable.

We are, after all, a community. We remember our origins as new lawyers, we take inspiration and strength from one another. It is good and affirming to periodically do this in company.

I hope you will join me in celebrating not only this month’s award winners, but all those who inspire us to meet the calling of the profession.

Lee Ann Donaldson is the 2023 Oregon State Bar president.

Our Editorial Policy

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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Defender on the Coast

By Cliff Collins

During the years he practiced criminal defense, Lincoln City attorney Stephen A. Lovejoy’s license plate read “DFENDR.” It was an apt moniker.

“As a defense attorney, he was the go-to person in the county,” attests Lincoln County Circuit Court Judge Marcia L. Buckley, who has known Lovejoy for more than three decades.

Had the Spokane, Washington, native stayed with his early-school direction, he might have ended up becoming a priest. He attended a private Catholic school his first eight years, then four years in a Catholic seminary for his high school years. His instructors were priests, and his classmates all male. Once Lovejoy entered Gonzaga University, which was coed, “That’s all it took,” he says, and he abandoned all thoughts of entering the priesthood.

In fact, Lovejoy got married at 21, and once he obtained his bachelor’s degree in political science, he needed a way to make a living beyond the job he held as a parking-lot attendant, where he remembers a winter so cold that the ticket machines froze and he had to stand on the sidewalk and write tickets by hand. He decided to enter Gonzaga University School of Law. Though he claims he “was never a good student,” he nevertheless adapted well to law school and felt he had found his niche.

After earning his law degree, Lovejoy says the job market was tough, and he knew he didn’t want to stay in Spokane. He sent out resumes far and wide, and a sole practitioner in Lincoln City was looking for an associate. Lovejoy accepted the attorney’s job offer and worked with him for a few months before embarking on his own.

“Fortunately, a lawyer within a block of where I was working quit and gave me his practice and library,” says Lovejoy, noting that at the time, the nearest law library was in Newport. Lovejoy then hired a lawyer who practiced with him as a partner for about a decade. After that, Lovejoy hired associates.

“In our area, you have to be a general practitioner,” he says. “I was not initially doing criminal defense.” When the state began contracting with attorneys to represent indigent clients, Lovejoy and one of his associates, Michele Longo Eder, began to do criminal defense together. “We ended up with 20 percent of the indigent cases in Lincoln County.” He also began doing private defense work, which obviously paid a lot better.

Buckley, who practiced with and then litigated against Lovejoy before becoming a judge, says Lovejoy was a role model for younger attorneys. “He could do anything, not just criminal law,” she says. “He gave his all to his clients. He was creative and strategic; his mind goes 100 miles an hour. He would plan, but he was good off the cuff, too. He would win arguments I never thought he could win. He was the best advocate a client could have.”

In line with that, Buckley adds, Lovejoy never made a distinction between how he served his indigent and retained clients. She says regardless of economic status, if clients would be better served going to trial, Lovejoy would be there for them. “If he thought it was a justified case, he would take it to trial,” Buckley says while adding that even when the two were opposing counsel in civil cases, “he was always a gentleman, but tenacious.”

Working with a Legal Legend

Of many memorable cases, one stands out in particular for Lovejoy — the time he got to work with famed defense attorney Gerry Spence.

In 1986, Lovejoy and Longo Eder, who at that point had her own practice, were appointed to represent a local boy and his mother in a fatal shooting that involved some tribal members and a property dispute. It was a complicated case, with two different judges and two different prosecutorial teams. Moreover, the prosecutor had a photograph that showed the defendant with a smoking gun in her hands, as well as an eyewitness who said she saw the defendant shoot the man the instant the photograph was taken.

Within a week or two of the two attorneys’ appointment to represent the defendants, Lovejoy received a call at his office. His secretary told him it was from Gerry Spence. “I thought it was a prank,” Lovejoy recalls. But he had just seen Spence appear on “60 Minutes,” and knew it was Spence’s unmistakable voice on the other end. Spence told him, “Me and my partner will be at your office shortly.”

“He came to the office and got involved,” Lovejoy relates. “It was an indigent case, but he took over. He represented a lot of other people pro bono. His history was that he had done a lot of good things for a lot of people.”

Stephen Lovejoy Is a Zealous Advocate for Defendants

50-YEAR MEMBER PROFILE
Stephen Lovejoy and his wife, Marci, love to travel, including this trip to Egypt.

This 1955 Chevrolet is one of 22 collector cars Stephen Lovejoy has on his property.

This 1991 Jaguar XJS has a V12 engine.

Along with Spence, Lovejoy represented the boy and Longo Eder represented the mother. “We had the privilege of working with Gerry for almost four years,” Lovejoy says. “He was the best teacher a young lawyer could have.”

Remarkably, the attorneys won in court, and Spence even wrote a book about the case, The Smoking Gun, published in 2003, which features all three principal attorneys.

Longtime Newport defense attorney Susan Elizabeth Reese first met Lovejoy when she saw him working on the case with Spence. She considers Lovejoy “a magnificent trial lawyer. He is relentless, totally dedicated to providing the best and most effective representation possible for his clients. He is creative, thoughtful and passionate.”

Lovejoy has defended several sex-abuse or sexual-assault cases, and Reese says Lovejoy and Lincoln County Circuit Court Judge Thomas O. Branford “worked together to craft a simple but comprehensive questionnaire for jurors in cases charging sex crimes; it provides a sensitive method to protect a juror’s privacy at the same time that it elicits important information for the trial attorneys.” She says the form, created in the late 1990s, is still used by other judges and lawyers in Lincoln County.

“Steve has no qualms about fighting back when a judge makes an adverse ruling or holding a prosecutor’s feet to the proverbial fire,” Reese says. “He boasts of...
Continued from page 33

once getting an assistant DA to break down in tears during an argument. Steve is dedicated and devoted in his work for justice on behalf of his clients. He is a shining example of the best our profession offers.”

Lovejoy is empathetic with his fellow Oregon lawyers who take on indigent defense cases, and he understands why a shortage exists. “I can relate,” he says. “They are underpaid and overworked.”

After a long period of time, the stress of criminal defense became too much, and Lovejoy got out, he says. “I’ve had good success at trying criminal cases, (but now) I can’t stand the thought of going into the courtroom, having a person’s life in your hands.” Many times, he had paced the floor at night waiting for the jury to make a decision. He decided he had done it long enough. But he continued practicing until recently, doing wills, estates and probate, and other odds and ends.

50 Years, Many Hobbies

As for being a member of the Oregon State Bar’s 50-year class, Lovejoy says, “Fifty years went by very fast.” And times have changed: When he was in law school, only one woman one Black man were in his class.

Lovejoy has had little contact with his fellow law school graduates since, but he stays in touch with a couple of friends he has known since the first grade. Only one or two other law graduates from his class took the Oregon bar, and most stayed in Spokane. He remains close to eight other former seminary classmates, probably because “we experienced unique things together,” he explains.

He and his second wife, Marci, have been married for 46 years, and their blended family includes seven children, three of whom are adopted. Two children earned law degrees: Daughter Gari practices in Newport, and son Thomas works in lawyer placement in Portland.

The family home is on Devil’s Lake, about 15 minutes from Lincoln City. Despite the demands of a busy law practice, Lovejoy managed a multiplicity of pastimes and avocations. He is a licensed pilot, a diver, a sailor and a car collector. He and his wife own a home in Mexico, have sailed and dived there, and have traveled extensively in the South Pacific. (The couple’s visits to Hawaii have been so numerous that
Lovejoy took and passed the bar in Hawaii, though he has never practiced there.

His 5,000-foot warehouse on their property houses 22 collector cars, from a 1913 Model T roadster to a 1991 Jaguar XJS with a V12 engine.

As for flying, “My wife and I raised our children in the back of a plane,” he says. Lovejoy has racked up 1,000 hours as a visual-flight pilot, and the couple had their own plane, where they often flew to a vacation home in Sandpoint, Idaho.

“My first random thought is how lucky I have been my whole life from the get-go,” he says. He means that literally. His father, Jack, was living in Honolulu in 1941 as a civilian airplane mechanic working at Hickam Field. On Dec. 6, 1941, a Saturday, his employer gave him the day off because he had worked several weeks in a row without one. He shared a rented residence with his cousin in town, which was a distance from their work.

“So, my dad and Bob slept soundly during the Japanese attack,” Lovejoy says. “My dad told me they could hear the explosions but thought it was target practice at Pearl. Putting it mildly, his work building and all aircraft on the ground were destroyed or severely damaged. If he had not had the day off, I probably would not be here.”

Cliff Collins is a Portland-area freelance writer. Reach him at tundra95877@mypacks.net.
40-YEAR MEMBER PROFILE

Debra Lee Builds Community in Jackson County for Those Who Need It Most

‘I Am Doing Important Work’

By Janay Haas

Debra Lee has been the executive director of Jackson County’s Center for Non-Profit Legal Services since 1989.

Like most courthouses, the one in Medford is surrounded by a cluster of law offices. The firm names change from time to time as attorneys move, retire or consolidate their practices. But one firm has been around for more than 50 years ... and lawyer Debra F. J. Lee has worked there for 40 of them.

Lee began working in 1982 as a staff attorney at Jackson County’s Center for Non-Profit Legal Services (CNPLS), the civil legal services office for low-income area residents. Since 1989, she has been the executive director of the program.

The range of services Lee oversees at CNPLS is more comprehensive than that of some legal aid programs. To some extent, that range draws on Lee’s broad vision of the needs of low-income people and her own history.

Early Experiences Guide Career Path

Born in Guangdong, a province in China, Lee immigrated to the United States when she was 7 years old with her parents and two sisters as Chinese Communist forces were nearing south China. Her father, who had been born in Boston, Massachusetts, was able to take the family to Providence, Rhode Island. Anti-Chinese sentiment there meant that the family experienced a tough time. When her mother became pregnant and the Lees needed a larger home, “no landlords would rent to our family,” she recalls. Finally, a Chinese slumlord agreed to house them.

In school, Lee saw many of her classmates drop out. As she explained to Cary Stacey of the Lawyers’ Campaign for Equal Justice, “There were no opportunities for them of which they were aware. It showed me that people need more than just native intelligence to identify opportunity.”

With this insight, Lee entered the University of Rhode Island, graduating with the intent to become a social worker. From there, she went to Washington, D.C., where an uncle found her a retail clerk job. It wasn’t long before Lee found ways to connect with underserved youth in that city. She took a position with the mayor’s Office of Youth Opportunity, developing outreach and after-school programs for Chinese youth in the district’s Chinatown. Two years later, she started working on public broadcasting content for at-risk young people. Researching ABA materials for a consumer rights show, she began to see that “you could use the law to help people.”

Urban development and displacement came back for her — at her job, when a convention center was built in Washington D.C.’s Chinatown. In her role as a community organizer, she became one of the spokespeople for the residents facing removal. Strong community resistance stopped the project — for a while.

Lee began to feel that she didn’t know enough about political process and policy to really help. Hoping to become a more effective advocate, in 1975 Lee entered Antioch School of Law (now the University of the District of Columbia David A. Clarke School of Law). Antioch, established in 1972, was dedicated to public interest advocacy; it pioneered a comprehensive law clinic model, a concept now incorporated into smaller programs in most American law schools.
One of Lee’s first advocacy projects as a law student was to take on the law school itself. “There was a tuition strike,” she recalls, because the school wasn’t providing the level of support it had promised to its students. She and her fellow law student Thad Guyer (later her first husband and to this day a work partner) led the student negotiating team in gaining improved services from the school administration.

Expanding the Legal Service Delivery Model

From law school, Lee went to rural Tennessee with Guyer, where she became a “circuit rider” advocate with Memphis Area Legal Services. Her work included helping to desegregate the county jails and build a free-standing community health clinic. It was in Tennessee that she crossed paths with G. Philip Arnold, who was later the director of Jackson County Legal Services and then a Jackson County Circuit Court judge. He would remember her.

In 1980, Lee joined Central Arkansas Legal Services. Meanwhile, Arnold was moving from Tennessee to Oregon to head the Jackson County legal aid program, which was struggling financially. Developing new funding sources in 1982, he invited Lee and Guyer to join the program. “I was looking for candidates who were truly committed to being legal aid lawyers,” he says. Guyer served as its director after Arnold left; the program was renamed the Center for Non-Profit Legal Services.

Becoming executive director of CNPLS in 1989, Lee “has expanded the legal services delivery model to address the collective needs of the poverty population to include housing, family and child domestic relations, rights to public benefits such as cash assistance and food, health care access, and family unification-based immigration advocacy,” reports Guyer. Lee’s social work background helped her see the interrelation between family instability and poverty along with the lack of opportunities visible in lower-income communities. She recognized ways in which to coordinate services, thus improving their efficacy, for the poor by collaborating with social services agencies and with other nonprofits. To guide people out of poverty, “you have to build partnerships within the local community,” Lee insists.

CNPLS handles individual cases, but it also is involved at planning and policy levels with drug and alcohol prevention and treatment programs, health clinics, and domestic violence intervention and shelter organizations.

In 1983, Lee advocated for the creation of the County Welfare Board and subsequently was appointed to serve on the state’s Welfare Advisory Commission for 10 years. She has served as an adviser to Jackson County and the City of Medford on barriers to affordable housing and on higher-density housing planning. She also has worked closely with the Board of Continuum of Care that extends services to homeless county residents. In 1993, immigration legal assistance was added to its case priorities together with conducting citizenship classes for clients and community members.

One partner in coordinating services with CNPLS is the Rogue Valley Council of Governments (RVCOG), the home of the Jackson County Area Agency on Aging (AAA). CNPLS serves people aged 60 and over — without regard to income and resources — on issues related to personal and consumer safety, individual rights, housing security, public benefits, access to health care, disability rights and other matters specific to seniors. It represents proposed protected people against guardianships and conservatorships when they are not needed, and when less restrictive alternatives are available.

Both CNPLS and the AAA also had seen situations where guardianship is needed but no trustworthy guardian was available. They began to collaborate on a solution. Almost a decade ago, CNPLS proposed a separate in-house unit that would act as a public guardian in those situations. That unit serves as the county’s public guardian when a protected person is referred to it by community partners.

Constance Wilkerson, the director for Senior and Disability Services at the RVCOG, reports that this project is a great success: “I am fortunate to work with Debra and her staff. CNPLS provides legal services and guardianships for our older adult clients.” Wilkerson has served on the CNPLS board, too, and observes, “I am in awe of Debra’s longstanding and tireless efforts to provide legal services and supports to those in Jackson County with critical needs. She is tenacious and inexhaustible! I wish we could clone her.”

Debra Lee (left) represented the CNPLS at the Campaign for Equal Justice’s annual awards in 2020 when she and her colleagues in Jackson County won the Justice Cup as the region with the highest percentage of lawyers who contributed to CEJ. She is pictured with Amanda Thorpe, who represented Grants Pass, which won the Equity Cup that year.
“We have provided technical assistance to build community infrastructure; we’ve helped to build programs that provide services. When you have a lawyer working to solve problems with other nonprofits, you have more solutions,” says Lee about the RVCOG connection and other collaborations.

Another example of the responsiveness of CNPLS to conditions of marginalized county residents is its immigration practice. With large agricultural and forest resources, Jackson County has attracted both temporary and permanent manual workers from other countries. Immigrant workers with families have long had recurring problems with laws that would grant some family members legal status but make other family members deportable. In response, Lee created a family unification immigration program to unite breadwinners with immigrant families in crisis, remembers Guyer. “In 1987, after President Reagan signed the Immigration Reform Act, Debra told me that she learned in rural Tennessee that the federal government adopting programs in Washington D.C. were very different from those program benefits making their way to small town Main Street. She said, ‘I am going to bring that immigration reform to rural Oregon.’”

Lee also was at the forefront of working to support the area’s homeless population, says Angela Durant, now the director of the Gordon Elwood Foundation but formerly with the Medford Housing and Community Development Department. “Debra at CNPLS is the type of community partner that just dives in,” Durant says. When the city developed a navigation center for the unhoused, “Lee and other CNPLS staff were among the first partners to jump in to provide on-site help to address the barriers faced by that population.” Thanks to Lee’s deep engagement in the community, Durant adds, Lee has historical knowledge about local problems that makes her a significant resource in addressing them.

Danny Santos, a long-time consultant to Oregon’s governors and a trustee on the board of Southern Oregon University, describes Lee as “a champion of access to justice.” Lee too is a trustee for SOU. Says Santos, “Perhaps because she was an early childhood immigrant, she sees the importance of equity, diversity and inclusion, and helps us recognize and celebrate the richness of cultures.”
Not Stopping

Away from the office, Lee participates in other community functions to celebrate cultures. She is involved in planning the Greater Medford Multi-Cultural Fair and works every year on the Southern Oregon Chinese Cultural Association’s New Year festivities in Jacksonville.

Considering retirement after 40 years of innovation, advocacy and community networking? Lee seems surprised by the question. “I’m not retiring. At some point, I may slow down. But I am doing important work.”

Guyer says this is Lee’s motto: “Lawyers should not self-limit to roles assigned to them but should assign themselves the roles that they can do to help the community.” He adds that, to that end, “she never stops innovating and she never gets tired. Nothing can stop her.”

Janay Haas is a frequent contributor to the Bulletin. Reach her at wordprefect@yahoo.com.

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The Free Legal Answers Program Has Come to Oregon

A Convenient Way to Help

By Michael Austin

Free Legal Answers just came to Oregon last year, but the American Bar Association’s Standing Committee on Pro Bono and Public Service project launched in 2016. Since then, legal professionals have answered more than a quarter million civil legal questions across 41 jurisdictions (U.S. states and territories).

The concept is simple: An income-eligible person posts a civil legal question through a secure online website. A registered attorney from the person’s jurisdiction reviews the question and provides a brief answer. There is no required time commitment nor certain number of questions that must be answered. There also is a federal portal for questions pertaining to veterans benefits and immigration issues.

Since it is a new program in Oregon, the objective is to sign up as many lawyers as possible to help those who most need the legal help, especially people constrained by geography, transportation and income limitations. For those living in the legal desert of Oregon, this program is critical, as it provides access to attorney knowledge throughout the state.

The benefit for Oregon lawyers participating in Free Legal Answers is it’s a convenient way to contribute pro bono hours at any time of the day or night. Sarah Osborn of Keller Rohrback in Portland has logged the most time and answered the most questions through the website for Oregon.

“You can log in anywhere, anytime and answer questions at your own convenience,” she says. “Many Oregonians just want to better understand what their rights are but can’t afford to hire an attorney or even pay a consultation fee to have their questions answered. As a new attorney, I don’t have a lot of availability to take on pro bono matters that may span weeks or months of representation. This program allows me to still participate in giving back while balancing the other demands of my schedule.”

The other part Osborn appreciates is the website’s ease-of-use. You don’t need to be a tech guru to navigate your way through the questions.

“The website is incredibly user-friendly. When you open the website and create an account, you see a list of questions categorized into different areas of law. You can click on any question to review its summary and decide whether you’d like to assign it to yourself and answer,” Osborn says. “Once you research the legal issue, you draft a short answer and post a reply to the initial question.”

Osborn adds that the person posing the question can respond to you, but the site defaults to the attorney being anonymous, so the poster cannot contact the lawyer outside the website. That said, if you are interested in pursuing the case further, you can request the OSB connect you to the person to discuss potential representation.

You also don’t need to answer questions outside your area of expertise. In Oregon, questions focus on law practice areas such as General Housing (33% of all questions), Family (22%), Eviction (15%), Employment (11%), Consumer (7%) and Benefits (6%). Osborn says she sticks with labor and employment questions based on her background and knowledge.

Plus, the site allows you to track your time, so submitting pro bono hours at the end of the year becomes easier.

“You can keep track of time spent on the site, which makes things streamlined when you report pro bono hours to the OSB,” Osborn says. “Free Legal Answers is the perfect low-commitment solution for busy attorneys to participate in OSB’s Pro Bono Challenge.”

For more information and to register for the program, go to oregon.freelegalanswers.org and click on the “Attorney Registration” tab at the top.
Please join OSB President Lee Ann Donaldson for the bar’s annual Celebration of Oregon Lawyers on Wednesday, Oct. 25, 2023 from 5-7 p.m. (awards at 6 p.m.)
In-person this year at the Sentinel Hotel in Portland.
Visit osbar.org/OSBevents for a list of the award winners, honorees and event sponsors, along with a link to reserve your spot at the celebration.

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Report All Abandoned Client Funds in October

Abandoned client funds held in lawyer trust accounts are appropriated to provide legal services to those in need under the OSB Legal Services Program. Funds are deemed abandoned if the owner has not accepted payment of the funds, corresponded in writing about the funds or otherwise indicated interest in the funds within two years after the funds are payable or distributable to the owner.

Unclaimed funds must be reported to the Oregon Department of State Lands and sent to the Oregon State Bar with a copy of the report. Funds deemed abandoned as of June 30 are to be reported to the department during the month of October of the same year. Find more information at www.osbar.org/resources/abandonedfunds.html.

OAAP 2023 Wellness Retreat Set for Nov. 3-4

The Oregon Attorney Assistance Program is pleased to present “Cozy and Connected at the Coast: 2023 Wellness Retreat for Lawyers Identifying as Women or Outside the Binary,” happening Nov. 3-4 in Cannon Beach. This wellness retreat focuses on building community and connection, and features dynamic speakers, creative sessions and plenty of activities. For more information and to register, visit the OAAP website at https://tinyurl.com/2023OAAPWellnessRetreat.

PLF 2024 Annual Assessment Notices Coming

The PLF 2024 assessment notices will be sent in mid-November, and the deadline to pay your assessment or file an exemption is Jan. 10, 2024. You can pay your bill online, file an exemption or set up payment installments on the PLF website at https://osblpf.org/coverage/pay-assessment.html. If sending payment through the mail, please ensure enough time to arrive by Jan. 10, 2024. Postmark dates are not applicable. If you have any questions, please call the PLF Accounting Department at (503) 924-1771.
Registration Open for PLF’s 2023 ‘Learning the Ropes’

Register now for the 2023 “Learning The Ropes” seminar, which is being held Nov. 7-9 at the DoubleTree by Hilton Hotel Portland. “Learning the Ropes” is a three-day practical skills CLE sponsored by the PLF for new admittees to the Oregon State Bar and lawyers entering private practice in Oregon. Topics include developing a successful practice and avoiding legal malpractice, access to justice, practical tips from judges and lawyers, mental health and substance use education, and setting up effective office systems. For more information and to register, visit the PLF website at https://www.osbplf.org/services/resources/#cles.

Earn MCLE Credit, Help Oregonians in Need

Did you know that Oregon lawyers can claim up to six MCLE credits per reporting period by providing direct pro bono representation to low-income clients referred by certified pro bono programs?

See MCLE Rules 5.12(b) and 6.1(c) and Regulation 5.300(b)(1) at tinyurl.com/MCLERulesRegs for details. For a directory of volunteer opportunities, visit www.osbar.org/probono/VolunteerOpportunities.html. Questions? Contact the MCLE Department at mcle@osbar.org or (503) 431-6368.
BAR ACTIONS

 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.

DONALD R. SLAYTON
OSB #862898
Eugene
Form B

Effective Aug. 3, 2023, the Oregon Supreme Court accepted the Form B resignation of Eugene lawyer Donald R. Slayton. At the time of Slayton’s resignation, formal disciplinary proceedings were pending against him alleging violations of RPC 5.5(a) (practicing law in violation of the regulations of the profession), ORS 9.160(1) (representing oneself as qualified to practice law when not an active member of the Oregon State Bar) and RPC 8.4(a)(3) (engaging in conduct involving dishonesty, fraud, deceit or misrepresentation reflecting adversely on a lawyer’s fitness to practice law).

The resignation recited that Slayton did not have any active or current client files but that the files of all former or inactive clients were placed in the possession or control of Eugene attorney Jeffrey K. Farr.

BRIAN M. SOLODKY
OSB #975232
Portland
30-day suspension

Effective Aug. 5, 2023, the disciplinary board approved a stipulation for discipline and suspended Portland lawyer Brian M. Solodky for 30 days for violating RPC 3.3(a) (1) (knowingly making false statements of fact to a tribunal).

In a worker’s compensation case, Solodky, who represented an insurer, filed a request to suspend a claimant’s benefits and a request for penalty with the state workers’ compensation division sanctions unit. In each of those filings, Solodky represented that the claimant had not provided any explanation for failing to attend a scheduled independent medical examination. Solodky knew the claimant had in fact provided no-

Legal Ethics Assistance

The bar’s General Counsel’s Office is available to discuss prospective legal ethics questions related to a member’s own conduct. A staff attorney can help identify applicable ethics rules, point out relevant formal ethics opinions and other resources and share an initial reaction to callers’ ethics questions.

The assistance that bar staff provides is informal and non-binding and is not confidential; no attorney-client relationship is established between callers and the lawyers employed by the Oregon State Bar. (Lawyers seeking confidential ethics advice about the propriety of their previous decisions or actions should consult a private attorney.)

Members with questions can call the ethics helpline at (503) 431-6475 to be connected to the first available bar staff attorney.
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2023 Edition
The newest edition of *Family Law in Oregon* is an invaluable resource tailored specifically for Oregon family law practitioners. This three-volume edition covers the basics on spousal support, child support, child custody and parenting time, property division, family law procedures, and much more. Lay-flat 7” x 10” paperback format.

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Save the Date!
Upcoming Fall CLE Seminars

- **Criminal Law**
  Friday, October 27

- **Technology Law**
  Wednesday, November 15

- **Basis Estate Planning**
  Friday, November 17

- **Deposition Techniques and Strategies**
  Friday, December 1

- **Nonprofit Law**
  Friday, December 8

Contact the OSB CLE Service Center for More Information: (503) 431-6413, (800) 452-8260, ext. 413, or cle@osbar.org
Among Ourselves

Jonathan Radmacher has begun a two-year term as board chair of Central City Concern. He has served on the board since 2008. For over 40 years, Central City Concern has worked to help Portland residents conquer substance use problems, obtain health care and employment, and find and keep housing. Radmacher has worked as a real estate and business litigator at McEwen Gisvold for 31 years.

Kelsey Jae of Law for Conscious Leadership in Boise has announced that her firm has achieved Certified B Corporation status. This means the firm is part of the global movement for an inclusive, equitable and regenerative economic system. Law for Conscious Leadership is a boutique practice supporting social enterprise and cooperative culture with a compassionate focus on law and policy, community building and education. Jae lives and works on the ancestral, cultural, traditional and unceded territory of the Shoshone, Bannock and Northern Paiute people.

Moves

Janice E. Hatton has joined Thorp, Purdy, Jewett, Urness & Wilkinson as an of counsel attorney. Hatton’s practice focuses on estate planning, trust and probate administration, guardianship/conservatorships, Medicaid planning and elder law.

Reynolds Defense Firm has hired Rachel Shinville. Shinville has experience with employment and workers compensation defense cases, and most recently worked as a public defender in criminal matters and involuntary civil commitment cases. The Reynolds Defense Firm, located in Portland, represents people facing DUI charges.

Erin Roycroft has joined the law office of Stoll Berne as an associate attorney. Roycroft’s practice will focus on complex litigation matters. Roycroft was most recently an inaugural judicial clerk to the Honorable Jennifer Sung at the U.S. Court of Appeals for the 9th Circuit. In 2022, Roycroft received the Michael E. Haglund Pro Bono Award from the Multnomah Bar Association.

Coni S. Rathbone has joined VF Law as of counsel in the firm’s business and real estate practice groups. Rathbone will split her time between the firm’s Portland and Boise offices. Rathbone works in diverse areas such as mixed-use developments, healthcare facilities, wireless transactions and Qualified Opportunity Zones. Notably, she was pivotal in launching a $330 million Qualified Opportunity Fund. Rathbone is also a real estate developer in Oregon and Idaho. She has served as an adjunct professor at Portland State University’s Center for Real Estate graduate programs, teaching negotiation, business and real estate classes.

In Memoriam

William R. Kirby died Feb. 13, 2023, after a brief illness. He was 91 years old.

Kirby was honored to serve as Wallowa County district attorney for 16 years and was a member of the Elks Club for over 70 years. He served on the steering committee that built the Wallowa Lake Tramway and was on the board of the Wallowa County Hospital Foundation for many years.

Kirby received his education at the University of Oregon and was later appointed to the U of O board, serving the northeast region of Oregon. Early in his career, he served as a first lieutenant in the United States Army and entered the FBI as a special agent.

Kirby’s greatest passion and hobby was the sport of tennis. He was a life-long supporter of the public park tennis court maintenance program in Enterprise. Other hobbies he enjoyed were skiing, hunting and piloting.

Kirby is survived by his wife of 20 years, Shirley, as well as his children, Michael Kirby, Carol Ann Kirby (Dennis Hunt), David Kirby (Christine), Nora Kirby (Kirk) Schamel, Alice Kirby (Gerald) Bibler, and stepchildren, Debbie Brock (Gary) Hayden and Diane Brock (Dennis) Polumsky. He also is survived by 10 grandchildren, Greg, Steven, Danielle, Cody, Erin, Rachel, Ava, Ryan, Grant, Nicole, and by his brother, John Kirby (Judy). He was buried with full military honors.

Memorial donations in the name of Bill Kirby can be made to the Wallowa County Hospital Foundation.

John Edward Storkel died Aug. 6, 2023, following a two-and-a-half-year battle with esophageal cancer.

Storkel was born on Sept. 13, 1953, to Gertrude Eleanor Schreiber and John E. Storkel in Rapid City, South Dakota. He moved often when his father’s job as a manager for the J. C. Penney Co. took the small family to different Midwestern cities.

At 17, he enlisted in the U.S. Navy and was assigned to the USS Hancock. He served from May 1971 to February 1974. He received the National Defense Service
Medal, two Vietnam Service Medals (for two tours of duty) and the Navy Unit Commendation Medal. He was discharged as a petty officer second class.

He married Patricia Kathleen Mack in Berkeley, California, on Aug. 23, 1975. They moved to Salem when Storkel enrolled at Western Baptist Bible College (later Corban University). He then earned a J.D. from Willamette University College of Law and joined the Oregon State Bar in 1985. During his studies, Storkel held many jobs, including with UPS, the State of Oregon and as adjunct professor of criminal law at Corban University for three years.

Storkel began solo practice as a criminal defense lawyer, handling probation, habeas corpus and post-conviction cases. Joining the Marion County Association of Defenders, he represented hundreds of clients as a court-appointed attorney. After qualifying to handle serious felony and homicide cases, he defended several high-profile clients and was a member of the select panel of federal defense attorneys for 25 years.

Storkel enjoyed playing pinochle and poker, hunting, reading and listening to music. He wrote poetry, sent thoughtful messages to friends and was named poet laureate of the Marion County Bar. An avid collector, he loved estate sales and acquired large collections of books, CDs, DVDs and tools. He raised tomatoes and excelled at barbecuing steak for friends. He also enjoyed his three cats and three Irish wolfhounds. He was especially proud when eight of his wolfhounds became certified therapy dogs and wholeheartedly supported the Paws For Love therapy dog program.

He is survived by his wife Patty, brother Steven, sister Peggy Prochaska of Overland and nephew Navy Petty Officer 1st Class Cody Prochaska.

He was buried in a graveside service with full military honors at Willamette National Cemetery on Aug. 14.

In lieu of flowers, donations may be made to the Salem Union Gospel Mission or Paws For Love Therapy Dogs, Inc. c/o Pam Bennett, Treasurer, 832 SE Academy, Dallas, OR 97338.

Additional Notices
Dale H. Schofield  
76, Portland, Aug. 4, 2023

William MacKay  
80, Ontario, June 2, 2023

Steven J. Munson  
46, Martinez, California, Feb. 4, 2021
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A buy and sell agreement is a legally binding contract stipulating how an owner’s share of a business may be reassigned at time of a triggering event such as retirement, death, or sale of their business. Buy-sell agreements are typically used in sole proprietorships, partnerships, or private corporations to help smooth the process of an ownership transfer. These agreements are often drafted by attorneys without any consultation of a valuation expert. The absence of a valuation expert in the drafting process can lead to expensive and lengthy disputes during an ownership transition.

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See Matt Gross’ entire blog post on the cogencegroup.com website.

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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.

The editorial staff welcomes inquiries and is happy to discuss requirements for publication. If you have a manuscript, suggestion or idea, contact editor Michael Austin at (503) 431-6340. He can also be reached by email at editor@osbar.org.
OFFICE SPACE

$1,000/EA, 2 DOWNTOWN PORTLAND/PRIVATE OFFICES, OFFICE SHARES – 13x12 for $1,000, and 12x11 for $1,000. 10th floor office in Cascade Building. 2 blocks from Pioneer Square and MAX Transit hub. Alder Street Parking Garage across street. Rent includes reception, telephone/internet, office conference room, shred, copier & postage machine use. Building amenities: Gym, w/shower, tenant lounge. Contact Jamie @ 503-243-2733 or via email reply.

BEND – Two first floor suites, one block from Courthouse, each 620 sq. ft. One front suite, $2500; one back suite, $2250. Included: utilities except phone and internet, one parking space per suite. Rent both suites or one. Contact Warren West, 541-382-1955, 541-788-4288

DOWNTOWN PORTLAND, 1000 Broadway, Class A space, 23rd floor, great views, receptionist included, conference rooms, copiers, scanners, gym, showers, bike rack, starting at $500/mo, (503) 274-1680

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HILLSBORO – 2 elegant office suites 1 block from courthouse. $800.00/ea, utilities included w/ first month free. For pics/info contact John Elliott: (971) 404-6631 or condorgrup@aol.com

LAKE OSWEGO KRUSE WAY – NEAR MERCATO GROVE 4035 Douglas Way, Lake Oswego, OR. Newly remodeled executive office space available around August 1. All private, windowed offices. An entire suite up to 4,000 sf is also available. Free parking. Law firm on the upper floor. Prices begin at $800 per month for the executive offices. Call Meghan 503-836-3013.

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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@mckenzierieniroco.com.

OFFICE FOR RENT at 833 SW 11th Avenue #250 in downtown Portland 559 square feet. Available through December 2024, fully furnished. Great rate at $1300/month. Is perfect for a solo practice-has a separate waiting room, consultation room and office space. Call/text Saskia at 650-265-1193

OFFICE SPACE – First floor two tandem offices suite or other office space as available with optional reception area for a paralegal in a building with 4-6 other lawyers, East Portland, Hollywood District. negotiable rent includes utilities. Call to view, leave a message. (503) 236-4000.

TWO UNFURNISHED OFFICES in downtown Portland available, both with adjoining space for paralegal. Prices range from $300 to $700. Building located on the corner of SW 6th and Clay near the transit mall. Full reception and custom telephone answering from 8:00 am to 5:00 pm M-F, use of library w/ fireplace and conference room included, all usual office equipment, notary onsite. Building is shared with six experienced attorneys and one CPA, four blocks to courthouse, one block to fitness center. Flexible lease dates. Parking available nearby $200/month. 521 SW Clay. Kari: 503-226-3607.

TWO LARGE CORNER OFFICES available in historic Thomas Mann Building (above Great Harvest bakery at SW 2nd and Yamhill). Can be rented as a pair or singly. An additional smaller office is also available for support staff. Located on the second floor with staffed reception, shared access to large and small conference rooms, secure bicycle parking, shower and copier. Two blocks from federal and state court houses and on MAX line. CONTACT: Diane Fulton at 503-228-5222 or dfulton@tcnf.legal.

POSITIONS AVAILABLE

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

ASSOCIATE ATTORNEY – FAMILY LAW – Small, busy Portland family law firm seeks enthusiastic associate. Friendly, supportive work environment. 2-5 years relevant experience preferred. Email letter/resume to erin@kramer-associates.com or fax letter/resume, attn: Jamie: 503.274.4774.

BUSINESS AND TRANSACTIONAL ATTORNEY – Parsons Farnell & Grein, LLP is seeking an attorney to join our business and transactions practice group. The preferred candidate will have a minimum of three years business and transactions experience. FFG provides a team-oriented working environment with competitive salary and benefits. Applicants must be admitted to practice law in the State of Oregon. See https://www.pfglaw.com/careers for complete position description. Qualified applicants should send a cover letter, resume, writing sample, and law school transcript to jobs@pfglaw.com.

COHERE LAW GROUP is seeking to hire an attorney with 5 - 10 years’ experience practicing law. The firm’s practice primarily includes representing small and medium sized businesses, estate planning and administration, intellectual property and data use, real estate and business and commercial litigation. Experience in at least one of those areas of law is required, and preference may be given to candidates with real estate, land use, or litigation experience. A portable client base is advantageous. Strong research, writing, and interpersonal skills and the ability to work both independently and collaboratively are required. Bar Membership in Oregon is required, membership in Washington and/or California is beneficial. Qualified applicants should send a cover letter, resume, writing sample and salary requirements to robert@cohere.com

DYNAMIC EXPERIENCED SPEAKER to conduct seminars on Contract Claims/Litigation Avoidance; Training and copyrighted materials provided. condorgroup@aol.com

EMPLOYMENT OPPORTUNITY THE CENTRAL OREGON COAST – Oregon Coast Defenders, the indigent defense consortium for Lincoln County, is currently accepting applications from attorneys interested in providing contract indigent
FAMILY LAW ASSOCIATE ATTORNEY – Bryant Emerson has served Redmond and Central Oregon for over 100 years. We are looking for a family law associate to join our team. The ideal candidate will have 2-3 years of experience and a desire to live in the Redmond area. Competitive compensation includes substantial base salary plus performance-based bonus. Benefits include employer-paid health insurance and 401(k) with match. Please submit application materials to resume@redmond-lawyers.com.

HOOD RIVER LAW PRACTICE OPPORTUNITY Thriving four lawyer general practice in Hood River (established 1991) has opportunity for one to three experienced lawyers to join our team. The firm’s areas of practice include real estate and business transactions, municipal law, business law, estate planning, probate and trust administration, litigation, and family law. The firm’s established client base is broad and deep with abundant new client referrals. Practice is ideally located in a modern office building built in 2005 and owned by three of the lawyers in the firm. Two offices are currently available for occupancy although remote work is an option. One lawyer is ready to retire by the end of 2023, and two others plan to retire in the next two to five years, providing flexible opportunities. The office manager/legal assistant is retiring in 2024, and there is currently room for lawyers to bring their own staff with them if desired. Retiring attorney is willing to remain “of counsel” to transition clients and referral sources to lawyers joining the firm. Options include purchase of retiring lawyer’s practice, lateral moves, merger, and associate positions with possibility of partnership. Ideal proposals will be from practicing attorneys looking to step into a turn-key practice, or established firms or lawyers interested in establishing a presence in the Columbia Gorge. This is a prime opportunity to live and work in the Columbia River Gorge. If interested in discussing possibilities, please reach out to us with your questions and/or ideas as to practice structure at renew@philipsreynier.com.

INSURANCE RECOVERY ATTORNEY — Parsons Farnell & Grein, LLP is seeking an attorney with four or more years of experience to join our insurance recovery group. See https://www.pfglaw.com/careers for complete position description. Qualified applicants should send a cover letter, resume, writing sample, three references, and law school transcript to jobs@pfglaw.com.

M&A ATTORNEY — Parsons Farnell & Grein, LLP is seeking an attorney with a minimum of seven years of business and transactions experience, preferably with a focus on mergers and acquisitions (M&A) law to join our business and transactions practice group. See https://www.pfglaw.com/careers for complete position description. Qualified applicants should send a cover letter, resume, writing sample, three references, and law school transcript to jobs@pfglaw.com.

TULLOS BECKETT LLC IS SEEKING AN ASSOCIATE FAMILY LITIGATION ATTORNEY IN EUGENE, OREGON. We are offering a competitive starting salary with high earning potential, please send your cover letter, resume, and references to jordan@tullosbeckett.com. Full job posting here: https://www.tullosbeckett.com寻求法律助理。

WE ARE A FULL-SERVICE FAMILY LAW AND CRIMINAL DEFENSE firm providing services throughout Oregon and are seeking an associate divorce and family law attorney. We are seeking a licensed attorney to provide excellent representation to our clients on a variety of matters. We currently have offices located in Bend, Beaverton and Portland and this position can be on-site, remote or a hybrid of both. Note: Qualified candidates must primarily reside in the Portland metro area, Salem, Eugene, or Central Oregon, and most work and court appearances will likely be in the Portland metro area and/or Central Oregon. Qualified candidates will have excellent legal research and writing skills, as well as strong interpersonal and client relationship skills and will have prior experience, including deposition, mediation, motion practice and trial experience. Primary Duties and Responsibilities: Attend hearings and trials throughout Oregon. Regularly represent clients in negotiations, including mediation and arbitration. Perform research, draft briefs, pleadings, and motions and memoranda. Independently handle complex child custody disputes and divorces, including issues of domestic violence, substance abuse, and mental health. Requirements and Qualifications: JD from an accredited law school. License to practice law in Oregon. Litigation experience (2-3 years preferred; less for the right candidate). Excellent organizational and time-management skills. Ability to meet deadlines in fast-paced environment. Excellent negotiation, analytical, and research skills. Persuasive writing and verbal communication skills. Ability to travel to & from various courthouses for appearances, as needed. Creative and strategic thinking. Attention to detail. Professional. Ability to both work within a team and complete work. Positive attitude. Proficient with Microsoft Suite/Office 365. If you are going to choose to work remotely, you must have a private full office setup, including a secured computer, high speed internet and a printer/scanner. Benefits: Medical, Dental and Vision Insurance. Aflac options. IRA retirement matching up to 3%. Firm pays OSB dues, malpractice insurance, and for up to 15 CLE credits per year. Compensation will depend on experience, but will be competitive with salaries from the Oregon State Bar Economic Survey. Please email cover letter, resume, law school transcript and references to: assistant@romano lawpc.com.

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REPUTABLE MARION COUNTY LAW FIRM (#1224) Established in 1989, this Oregon Firm has offered high quality legal services to countless clients. The Practice’s services by revenue breakdown is Estate Planning/Trust/Wills (43%), Probate & Trust Administration (34%), Elder Law (17%), and Other (6%). As of April 2023, the Practice has approximately 143 client cases actively being prepared. Over the past three (3) years, the Practice has averaged gross revenues of $823,179 (2020-2022). Including the Owners, the Practice has four (4) total employees. The Practice’s success can be attributed to its client-centric approach, resulting in a loyal client base and a strong reputation for excellence in the legal community. The Owners are willing to provide transition assistance and help with goodwill transfer, business development, and other “mentoring” functions for an agreed upon period, up to twelve (12) months. To learn more about this exciting business opportunity, call us at 253.509.9224 or email info@privatepracticetransitions.com, with “1224 Reputable Marion County Law Firm” in the subject line.

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DEADLINES The first business day of each month for the following month’s issue.
**ACCOUNTANTS, CONT.**

Morones Analytics, LLC
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Corporate Valuations, Inc. is a national business valuation and financial advisory firm founded in 1983. We offer a broad range of valuation services, including corporate valuation, gift, estate, and income tax valuation, buy-sell agreement valuation, financial reporting valuation, ESOP and ERISA valuation services, and litigation and expert testimony consulting. In addition, Corporate Valuations assists with transaction-related needs, including M&A advisory, fairness opinions, and strategic alternatives assessment.

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Photo Finish

October is road racing season, which is the perfect time to share this photo. Danica Skeoch of West Linn was competing in the Oregon Road Runners Club Vernonia Half Marathon in mid-April. The course runs on the Banks-Vernonia State Trail.

“It was cold and rainy, but I couldn’t help but stop for a moment to take in the magnificent trees in Stub Stewart State Park,” she reports. We’re glad she did! ■

Do you have a photograph you’d like to share — beautiful flowers and towering trees, perhaps? Snow-covered peaks or a gorgeous sunset? Let Bulletin readers tag along on your next outing by sending your favorite images our way for “Photo Finish.”

Send high-resolution images to Editor Michael Austin at maustin@osbar.org. Make sure to include your name, and tell us where the photo was taken and what made your trip so special.
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